

Tuesday, July 8, 2025

5:30 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 Note: Virtual attendance is offered as a convenience, but technical difficulties beyond the Village's control may prevent or limit its availability at any meeting. The public is encouraged to attend the meeting in person to assure full access to the proceedings.*

PLEASE CLICK THE LINK BELOW TO JOIN THE ZOOM WEBINAR:

<https://us02web.zoom.us/j/88221462299>

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

Webinar ID: 882 2146 2299

Press *9 to raise/lower hand. Press *6 to mute/unmute.

1. CALL TO ORDER.
2. ROLL CALL.
3. PUBLIC APPEARANCES.
 - a. This is an opportunity for members of the public to address the Village Board 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 Board 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 Board 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 Board for their consideration. Please adhere to the 3-minute time limit. Additionally, you may send your public comments to village.clerk@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.
4. BUSINESS.
 - a. Discussion regarding 2025-2026 McFarland Strategic Implementation Plan as the Village Board goals and objectives for the coming year.
5. SCHEDULE NEXT MEETING DATE.
 - a. Tuesday, July 22, 2025 at 7:00 p.m. - Regular Village Board
 - b. Wednesday, July 23, 2025 at 5:30 p.m. - Special Village Board (Goal Setting)
 - c. Tuesday, August 12, 2025 at 5:30 pm - Special Village Board (Goal Setting)
 - d. Tuesday, August 12, 2025 at 7:00 pm - Regular Village Board
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.

McFarland
SUMMARY SHEET

MEETING DATE: Tuesday, July 8, 2025

SECTION: Business

DEPARTMENT: Administration

CONTACT: Matt Schuenke, Village Administrator

AGENDA ITEM: Discussion regarding 2025-2026 McFarland Strategic Implementation Plan as the Village Board goals and objectives for the coming year.

PREVIOUS ACTION:

The Village Board held its first meeting regarding goal setting on June 4, 2025. In this meeting they reviewed the progress on goals set last year, and met with Department Heads to better understand the impact of goals on the services provided.

The Village Board met on June 18, 2025 to begin to discuss goals for the next year. Goal A (McFarland Municipal Center Campus), Goal B (Public Infrastructure), and Goal C (Housing and Economic Development).

ISSUE SUMMARY:

Enclosed within the packet for reference is the accepted 2024-2025 Strategic Implementation Plan progress report that was reviewed at our previous goal setting meeting.

Our focus for this meeting will include the remaining items...Goal D (Village Government), Goal E (Community), Goal F (Transportation), Goal G (Parks/Conservancy System), and Goal H (Diversity, Equity, and Inclusion).

Going forward now our objective is to revisit our goals and adjust our priorities as we provide an outlook for the next year. Some of things started last year may need to continue, some things may be done, and yet more there may be new ideas we want to incorporate. Again this work is meant to serve as a bridge from the Strategic Plan as we work through the years since our priorities will shift over time and this work is meant to update how we adjust from year to year.

We will work from the existing goals and begin to build our implementation plan as to what the board would like to accomplish in the next year. The first part of this is really about idea development in order to align with the goals. Then Village Staff works to breath life into the ideas to fill out the remainder of the implementation plan and help show how it can be tied to the budget. Each of the goals are listed on the agenda and we'll work through roughly half within the first meeting and the remaining half within the second meeting. The Village Administrator will track the items raised and facilitate discussion as is needed.

FINANCIAL/BUDGET IMPACT:

None.

VILLAGE PLAN REFERENCE:



None.

ORDINANCE REFERENCE:

None.

BOARD, COMMISSION OR COMMITTEE RECOMMENDATION:

Presented for discussion only.

ATTACHMENTS:

1. 2024-2025 McFarland Strategic Impl. Plan 08272024 FINAL PROGRESS

2025
Progress
Report



2024-2025

McFarland Strategic Implementation Plan

August 27, 2024
Village Board Review and Acceptance

Introduction

Welcome to the 2024-2025 Strategic Implementation Plan for the Village of McFarland. In 2020, the Village created a strategic plan to help provide a road map for the Village to follow in order to bring to life different initiatives within the Community. In addition to that process, the Village Board undertakes a process annually to review the strategic plan while also establishing goals and objectives to implement these initiatives through an action plan. This plan from year to year address the long-term vision within capital improvement planning and also short-term vision incorporating elements from the action plan into the annual budget. Each of the goals presented in the plan are not presented in order of priority and each holds the same weight to address from year to year.

2020-2030 McFarland Strategic Plan ([Click on this link to view](#))

Key Plan Elements

Goal – General aspiration, concept, or ambition we are looking to achieve.

Objective – More specific task, project, or effort needed to achieve the goals.

Action Plan – Detailed steps outlining the work, cost, timeline, and assignment to be completed in order to meet the objective.

Retreat Schedule

June 5, 2024

- Discussion and review of 2023-2024 McFarland Strategic Implementation Plan.
- Discussion regarding Village's Mission, Vision, and Value Statements.
- Discussion regarding 2024-2025 McFarland Strategic Implementation Plan as the Village Board goals and objectives for the coming year:
 - Goal A: McFarland Municipal Center Campus
 - Goal B: Public Infrastructure

June 25, 2024

- Discussion regarding 2024-2025 McFarland Strategic Implementation Plan as the Village Board goals and objectives for the coming year:
 - Goal C: Housing and Economic Development
 - Goal D: Village Government
 - Goal E: Community

July 9, 2024

- Discussion regarding 2024-2025 McFarland Strategic Implementation Plan as the Village Board goals and objectives for the coming year:
 - Goal F: Transportation
 - Goal G: Park/Conservancy System
 - Goal H: Diversity, Equity, and Inclusion

August 7,. 2024

- Discussion regarding draft goals and objectives to be included within the 2024-2025 McFarland Strategic Implementation Plan.
 - Includes Action Plan.
 - Review conducted with Department Heads.

August 27,. 2024

- Discussion and action to consider the proposed goals and objectives with action plan to be accepted as the 2024-2025 McFarland Strategic Implementation Plan.

2024/2025 - McFarland Strategic Implementation Plan

Village Board Goals, Objectives, and Action Plan

A. McFarland Municipal Center Campus

Continued consideration of recommendations from the Master Plan to include development of a multi-generational community center that creates functional space for expansion of the library, senior services, youth services, remaining Departments, and adjoining outdoor public spaces (i.e. - McFarland Municipal Campus) including programs to serve seniors, youth, and families.

Objectives:

- (1) Determine future space needs and design features for the development of indoor and outdoor public spaces to support programming to be determined.
- (2) Identify and engage a broad spectrum of residents, including seniors, youth, adults, and community partners in all aspects of the planning process and operations/utilization.

Action Steps: Cost Timeline Assignment

Objectives Completed.

McFarland Municipal Center Master Plan Accepted by Village Board on May 23, 2023.

- (3) Identify operational issues, challenges, and fiscal impacts associated with the design of recommendations from the McFarland Municipal Campus Master Plan and the construction of desired improvements thereof.

Action Steps: Cost Timeline Assignment

- | | | | | |
|------|--|------|----------|--|
| i. | Update and review long term financial plan (10 years) as appendix to 5 year CIP that depicts implementation of all improvements for Municipal Center, Library, and surrounding spaces. | None | Aug 24 | Administrator
Library
Village Board |
| ii. | Review master plan, conceptual design work, and space needs to revisit planning assumptions. | None | May 25 | Administrator
Departments
Village Board |
| iii. | Complete review and additional planning work to consider next steps for project. | None | Nov 25 | Administrator
Departments
Village Board |
| iv. | Continue operational planning for Community Center with elements for the Library, Youth Center, and Senior Services. Build recommendations into Future Staffing Plan. | TBD | Duration | Administrator
Library
Senior Outreach
Village Board |

- (4) Build accepted and recommended improvements for public infrastructure in accordance with the McFarland Municipal Center Campus Master Plan.

Action Steps: Cost Timeline Assignment

Objective on hold pending additional planning work and Village Board authorization to proceed.

2024/2025 - McFarland Strategic Implementation Plan

Village Board Goals, Objectives, and Action Plan

B. Public Infrastructure <i>Plan for and align physical facilities and open space to support future service delivery, quality of life and infrastructure needs.</i>				
Objectives				
(1) Complete construction and transition affected Departments to a standalone public safety facility for fire, EMS, police, and court services.				
<u>Action Steps:</u>		<u>Cost</u>	<u>Timeline</u>	<u>Assignment</u>
Objective Completed, Public Safety Center completed on August 31, 2023.				
(2) Improve current Village facilities, including maintenance enhancements, and identify new systems to promote sustainability.				
<u>Action Steps:</u>		<u>Cost</u>	<u>Timeline</u>	<u>Assignment</u>
i.	Develop plan for addressing Waubesa lagoon/channel waterways as rec.	TBD	Feb 25	Administrator Public Works
ii.	Develop long term facilities plan for all facilities through hiring of new Facility Manager position.	N/A	Jun 25	Public Works
iii.	Begin implementation of 2023 Stormwater Management Plan following first year recommendations.	\$450,000	Nov 25	Public Works
iv.	Continue responding to design and permitting needs for solar array.	TBD	Dec 25	Community Development
(3) Develop capital improvement plans to support infrastructure needs aligned with future growth to forecast cost implications and implementation schedule.				
<u>Action Steps:</u>		<u>Cost</u>	<u>Timeline</u>	<u>Assignment</u>
i.	Complete planning and evaluation of Library system to implement rec. on surge suppression.	\$35,000	Apr 25	Library Public Works
ii.	Develop long term plan for hardware/technology replacements to include within CIP.	N/A	May 25	Administrator
iii.	Prepare inventory and assess public restrooms to identify opportunities for accessible and gender neutral facilities.	\$15,000	Jun 25	Administrator Public Works
iv.	Develop design and implement recommendation to repair and/or replace roof at Library.	\$150,000	Aug 25	Library Public Works
v.	Begin design process for new Well #5 for construction in 2026.	\$200,000	Dec 25	Public Works
vi.	Finish design process for Phase 2 of the Eastside Interceptor from Rosewood Fields to north of CTH MN.	\$30,000	Dec 25	Public Works

2024/2025 - McFarland Strategic Implementation Plan

Village Board Goals, Objectives, and Action Plan

C. Housing & Economic Development

Promote responsible growth, affordable housing, increase economic development, and grow/retain existing businesses.

Objectives

- (1) Attract and enhance new and existing restaurants, retail, light industrial, office, mixed-use, and civic uses in the downtown area, USH 51/Farwell corridor, East Side Growth Area, and surrounding areas.
- (2) Develop incentives for business growth such as incubator programs, tax increment financing districts, and recruitment/retention.

Action Steps:		Cost	Timeline	Assignment
i.	Complete Redevelopment District #1 Plan (Terminal & Triangle District), including new TID #6 Overlay.	\$75,000	Dec 24	CDA, PC, and VB Comm Devel Joint Review Board
ii.	Complete updated Redevelopment District #2 Plan (Downtown District).	\$75,000	Dec 24	Community Development
iii.	Consider Project Plan for the creation of TID #7 in line with recommendations of the East Side Plan.	N/A	Dec 24	CDA, PC, and VB Comm Devel Joint Review Board
iv.	Develop RFP, bid, hire, and complete process to recodify the Subdivision and Zoning Codes as they impact planning decisions, density, zoning, diversity, and commercial uses.	\$110,000	Dec 25	Administrator Community Development Plan Commission Village Board
v.	Prepare a Business Retention and Expansion Survey to guide economic development efforts.	\$12,500	Dec 25	Community Development
vi.	Consider property acquisition where appropriate including funding.	Case by Case	Duration	Administrator Comm Devel
vii.	Advance East Side Plan through consideration of its recommendations, associated engineering for additional analysis, partnership with applicable municipalities, and continued public engagements as projects are proposed.	Case by Case	Duration	Community Devel Authority Comm Devel Joint Review Board Plan Commission Village Board

All 4 of these items were "finished" in the last year, just not finished as was originally thought within this plan.

2024/2025 - McFarland Strategic Implementation Plan

Village Board Goals, Objectives, and Action Plan

C. Housing & Economic Development (continued) <i>Promote responsible growth, affordable housing, increase economic development, and grow/retain existing businesses.</i>			
Objectives			
(3)	Improve mix of housing within the Village, including consideration for affordable housing units within new development.		
Action Steps:		<u>Cost</u>	<u>Timeline</u>
i.	Evaluate opportunities to build Affordable Housing Fund through General Fund, TIF extensions, County funding, CDBG programs, etc.	TBD	Duration
ii.	Evaluate opportunities to build Affordable Housing Fund through WHEDA, State, and Federal programs.	TBD	Duration
iii.	Encourage affordable housing through recs. from housing studies including Comp Plan, Redevelop Districts, and Dane County Housing Strategy.	Case by Case	Duration

2024/2025 - McFarland Strategic Implementation Plan

Village Board Goals, Objectives, and Action Plan

D. Village Government

Creation of a dynamic work place that is inclusive and diverse in our ability to demonstrate our commitment to employee growth and development for the betterment of the Community.

Objectives:

- (1) Evaluate staffing models and organization structure to meet future service delivery needs.

Action Steps:	Cost	Timeline	Assignment
i. Finalize plan/proposal for implementation to absorb ongoing operations of the Youth Center.	TBD	Jan 25	Administrator Library
ii. Study and report on recommendations to implement curbside yard waste/leaf collection program.	TBD	Sep 25	Administrator Public Works
iii. Continue planning operational adjustments to service delivery needs of the Community Center.	TBD	Dec 25	Administration Administrator Library Senior Outreach

- (2) Prioritized community-based best practices in public safety service delivery including initiatives for diversity, outreach, education, and program development.

Action Steps:	Cost	Timeline	Assignment
i. Complete policy updates and finish WILEAG Accreditation.	None.	Mar 25	Police
ii. Develop policy/ord for use and installation of a Safe Haven Box at the Public Safety Center in line Statutes.	\$30,000	Dec 25	Fire and Rescue Police
iii. Design and implement new Records Management System for more efficient and accurate data collection.	\$150,000	Dec 25	Police
iv. Review opportunities to advance emergency management including ongoing preparedness, engagement, and crisis communications.	TBD	Duration	Administration Administrator Fire and Rescue Police

- (3) Enhance public engagement and presence within the Community through the use of a broad range of media.

Action Steps:	Cost	Timeline	Assignment
i. Continue to implement strategies and recommendations from the Communications and Engagement Plan.	Case by Case	Duration	Administration Administrator Village Board

2024/2025 - McFarland Strategic Implementation Plan

Village Board Goals, Objectives, and Action Plan

D. Village Government (CONTINUED)

Creation of a dynamic work place that is inclusive and diverse in our ability to demonstrate our commitment to employee growth and development for the betterment of the Community.

Objectives:

- (4) Continue discussions with School District on partnerships with the Village to share and expand services for the benefit of the Community.

Action Steps:	Cost	Timeline	Assignment
i. Communications shared between District and Village Staff for inclusion in the Outlook, Lookout, Social Media, Website, and other media.	N/A	Monthly	Administration School District
ii. Hold regular internal and external meetings between School and Village Boards as well as Staff to discuss shared initiatives, fiscal/tax impact of service delivery, and opportunities to collaborate.	N/A	Monthly	Administrator School District Village Board
iii. Explore opportunities with the School District to connect with students and faculty for program development, BCC participation, internship, and other forms of outreach as applicable.	Case by Case	Duration	Administrator Departments Village Board

- (5) Plan for and implement the inclusion of the operations for the McFarland Youth Center.

Action Steps:	Cost	Timeline	Assignment
Objective 5 transitioned as an Action Step within Objective 1 of this Goal.			

2024/2025 - McFarland Strategic Implementation Plan

Village Board Goals, Objectives, and Action Plan

E. Community <i>Improve the Community experience for residents, businesses, and visitors through its services, safety, history, and overall desired quality of life.</i>			
Objectives			
(1) Evaluate opportunities for the development of public art, promotion of Village history, and events/programming that enriches the community and enhances the local quality of life.			
Action Steps:	Cost	Timeline	Assignment
i. Finish implementation of signage program implemented by the Landmarks Commission to note locally historic properties.	\$20,000	Dec 24	Community Development Landmarks Commission
ii. Apply for grant from the Wisconsin Historical Society to complete a historic property survey.	N/A	Dec 25	Community Development
ii. Pursue locally initiated public art and design opportunities.	Case by Case.	Duration	Community Development
(2) Promote the concept of a safe and healthy community in an integrated way including diversity, equity, and inclusion initiatives; from policy to planning and development.			
Action Steps:	Cost	Timeline	Assignment
i. Explore inclusion within the Dane County and City of Madison C.A.R.E.S. program, encourage continued funding and support.	TBD	Jun 25	Administrator Fire and Rescue Police Village Board
ii. Cross develop outreach/risk reduction training to develop strategies for medical and wellness risk reduction.	\$10,000	2025	Fire and Rescue Senior Outreach
iii. Participate in the Trust Building Campaign by the IACP to ensure positive partnerships and improve general well being.	Varies	Duration	Police
(3) Conduct process to update mission, vision, and value statements including solicitation of public input into their development.			
Action Steps:	Cost	Timeline	Assignment
i. Conduct background and review history behind existing statements. Develop process and communications plan.	N/A	Aug 24	DEI Strategist
ii. Public engagement to inform process and help shape updates to existing statements.	TBD	Nov 24	DEI Strategist Departments Village Board
iii. Review feedback received, prepare proposed changes, and present to the Community.	N/A	Feb 25	DEI Strategist Departments Village Board

2024/2025 - McFarland Strategic Implementation Plan

Village Board Goals, Objectives, and Action Plan

F. Transportation				
Improve Community connectivity along pedestrian and vehicular corridors.				
Objectives				
(1)	Improve, maintain, and enhance bike/walking path connections throughout the Village and in cooperation with neighboring municipalities and government agencies.			
Action Steps:		Cost	Timeline	Assignment
i.	Plan reconstruction of Siggelkow Road corridor to include off street trail expansion from Juniper Ridge to Community Park on CTH AB.	TBD	Duration	Administrator Comm Devel Public Works
ii.	Work with Dane County on planning for connection of Lower Yahara Trail from Fish Camp Park (County) to Urso/Schuetz Park (Village).	TBD	Duration	Administrator Community Development Public Works
iii.	Work with WisDOT and Town of Dunn regarding Exchange Street, USH 51 trail extensions.	TBD	Duration	Administrator Community Development
(2)	Review opportunities to provide all forms of public transportation within and outside of the Village.			
Action Steps:		Cost	Timeline	Assignment
i.	Explore municipal and/or regional partnerships to develop localized public transportation as funds are available.	TBD	Duration	Administrator Community Development
(3)	Enhance pedestrian safety for walkers and bicyclists throughout the community, including areas of Highway 51 that go through the Village.			
Action Steps:		Cost	Timeline	Assignment
i.	Construct streetscaping improvements within WisDOT Segment 7 project.	\$250,000	Oct 2025	Community Development
ii.	Continued partnership with WisDOT and Dane County on Segment 7 as applicable, emphasis on Siggelkow round-a-bouts, pedestrian connectivity.	TBD	Duration 2024/2025	Administrator Community Development Village Board
iii.	Continued partnership with WisDOT and Dane County on Segment 6 as applicable, emphasis on adding sidewalk, safe crossing, speed limit, round-a-bout, and bridge underpass.	TBD	Duration 2026/2027	Administrator Community Development Village Board
iv.	Plan streetscaping improvements for inclusion within Segment 6 project.	N/A	Oct 2025	Community Development

2024/2025 - McFarland Strategic Implementation Plan

Village Board Goals, Objectives, and Action Plan

G. Park/Conservancy System

Support the development of active and passive park amenities that appeal to all.

Objectives

- (1) Develop new and diverse park system amenities for indoor and outdoor use that are not currently offered in our Community.

Action Steps:	Cost	Timeline	Assignment
i. Complete Design for Community Park Phase 2 with phased implementation.	\$140,000	Mar 25	Public Works
ii. Consider implementation of Community Park Phase 2 as a whole project or in parts.	\$2,500,000	Sep 25	Public Works
iii. Consider land acquisitions where applicable to expand and/or create new opportunities in parks including lake access and recreational trails.	Case by Case.	Duration	Community Development

- (2) Dedicate resources to enhance and maintain existing parks and green spaces throughout the Village.

Action Steps:	Cost	Timeline	Assignment
i. Renovate Brandt Park Shelter to address fixtures, security, access, and add gender neutral restroom.	\$110,000	Jun 25	Public Works
ii. Consider addition of playground equipment at Prairie Place Park.	\$160,000	Sep 25	Parks/Rec Committee Public Works

- (3) Evaluate the costs and benefits of an outdoor aquatic facility, including construction and operation.

Action Steps:	Cost	Timeline	Assignment
i. Discuss future capital/operating costs, gather public input, economic impact, determine fund raising parameters, create community partners as needed.	None	Duration	Administrator Parks and Recreation Committee Village Board

- (4) Develop and implement park master plans that prioritize future developments.

Action Steps:	Cost	Timeline	Assignment
i. Drafting and adoption of 2025-2029 Comp Outdoor Recreation Plan.	\$10,000	Dec 24	Comm Devel Public Works
ii. Begin implementation of recommendations from 2023 Conservancy Management Plan.	\$20,000	Dec 25	Public Works

- (5) Expand, enhance, and develop programs to increase access and promote greater use of the lakefront, wetland conservancy, and waterways.

Action Steps:	Cost	Timeline	Assignment
i. Complete construction of lake access improvements at Lewis Park.	\$250,000	Dec 24	Public Works

2024/2025 - McFarland Strategic Implementation Plan

Village Board Goals, Objectives, and Action Plan

H. Diversity, Equity, and Inclusion <i>Create opportunities to advance initiatives that support the growth of diversity, equity, and inclusion within the Community and organization.</i>				
Objectives				
(1) Provide support for the ongoing development and utilization of the Diversity, Equity, and Inclusion Committee.				
Action Steps:		<u>Cost</u>	<u>Timeline</u>	<u>Assignment</u>
i.	Develop a Language Access Plan, Policy and/or Program to set standards, resources, and training for enhanced accessibility, aligning with equity goals through plain language.	TBD	May 25	All Departments DEI Strategist
ii.	Developing a comprehensive data collection policy to delineate parameters, limitations, and objectives to determine ongoing utilization.	N/A	Jul 25	Administration Administrator DEI Strategist Departments
iii.	Forming community engagement groups to enhance community buy-in through fostering togetherness, diversity, equity and inclusion.	N/A	Duration	Administration DEI Strategist
iv.	Implementing education, awareness, and action across the Village Board, committees, departments, and staff using a comprehensive Village-wide equity framework and guidance.	TBD	Duration	Administration DEI Strategist
(2) Continued implementation of the Diversity, Equity, and Inclusion (DEI) Report.				
Action Steps:		<u>Cost</u>	<u>Timeline</u>	<u>Assignment</u>
i.	Creating the VOM DEI Annual Report to transparently showcase progress to the community, departments, Board, committees, and staff.	TBD	Aug 25	DEI Strategist
ii.	Establishing a comprehensive framework and definition for event planning and execution led by the Village in collaboration with community organizations.	N/A	Duration	DEI Strategist
iii.	Leveraging the DEI report to integrate climate, culture, diversity, equity, and inclusion into departments, projects, and programs that align with specific departmental/organizational goals.	N/A	Duration	All Departments DEI Strategist
iv.	Aide Library as needed with establishment of DEI criteria for collections, programs, services, displays, and book rec.	N/A	Duration	DEI Strategist

2024/2025 - McFarland Strategic Implementation Plan

Village Board Goals, Objectives, and Action Plan

H. Diversity, Equity, and Inclusion (CONTINUED)

Create opportunities to advance initiatives that support the growth of diversity, equity, and inclusion within the Community and organization.

Objectives

(3) Work with Community Partners on the creation of a lasting land acknowledgement.

Action Steps:	Cost	Timeline	Assignment
i. Continuing collaboration with the school district on the land acknowledgement plaque initiative.	\$6,000	Jan 25	Community Development DEI Strategist
ii. Researching and analyzing the feasibility of implementing land acknowledgements during meetings to determine their potential inclusion.	N/A	Jun 25	DEI Strategist

(4) Continue discussions with School District on partnerships with the Village for the advancement of diversity, equity, and inclusion within the Community.

Action Steps:	Cost	Timeline	Assignment
i. Engage and network with School District via DEIB Coordinator position.	None.	Duration	DEI Strategist
ii. Continued network development on inclusion of students within boards, commissions, and committees.	None.	Duration	DEI Strategist