

Monday, November 17, 2025**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 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/83289668615>

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

Webinar ID: 832 8966 8615

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. BUSINESS.

- a. Discussion and Action on Planning Education and Awareness Campaigns for January 2026–June 2026.
- b. Discussion and Action to make a recommendation to the Village Board regarding the Proposed Religious Holidays for 2026 Calendar.
- c. Discussion and action to make a recommendation to the Village Board regarding an inventory of gender neutral public restrooms available through Village facilities.
- d. 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)

4. SCHEDULE NEXT MEETING DATE.

- a. Monday, December 15, 2025 at 6:00 pm.

5. 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
SUMMARY SHEET

MEETING DATE: Monday, November 17, 2025

SECTION: Business

DEPARTMENT: Administration

CONTACT: Krystal Johnson, DEI Strategist, Matt Schuenke, Village Administrator

AGENDA ITEM: Discussion and Action on Planning Education and Awareness Campaigns for January 2026–June 2026.

PREVIOUS ACTION:

The DEI Committee discussed possible education and awareness campaigns at its meeting on October 22, 2025. This meeting looked at past data on recognitions previously conducted by the Village, and how that might continue into the next year.

ISSUE SUMMARY:

Please find enclosed a memorandum outlining background and initial discussion around education and awareness campaigns for 2026. The last meeting began to address things in January through March, and this meeting will pick up on that discussion.

The 2025 Paradigm Calendar is provided again for reference but please note that has not been updated for 2026, so we'll need to be mindful of that difference when using that as a resource.

FINANCIAL/BUDGET IMPACT:

The 2026 Budget will be approved with an allocation of \$3,000 to be used for diversity, equity, and inclusion programming next year.

VILLAGE PLAN REFERENCE:

[Please click on this link to view](#) the SMART Goals created by the Committee.

ORDINANCE REFERENCE:

None.

BOARD, COMMISSION OR COMMITTEE RECOMMENDATION:

Recommended Action:

The Committee has discretion in setting the schedule for education and awareness next year as it relates to the Village. The memo is provided as a guide to help organize that process with the background provided and what is desired for the next year.

ATTACHMENTS:

1. 2026 Education and Awareness Jan-Jun Memo 11132026 mgs
2. 2025 Inclusion Calendar_Paradigm



Memorandum

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

From: Matthew G. Schuenke, Village Administrator 

Cc: Krystal Johnson, DEI Strategist

Date: November 13, 2025

Re: **2026 Education and Awareness Campaigns – January-June**

Executive Summary

Annually the Village through the DEI Committee reviews opportunities to plan for education and awareness campaigns related to its goals. The Committee reviewed this information initially for the first six months of 2026 at its meeting in October, and this meeting follows up to finalize those plans as the new year begins. This memorandum is provided to bring together the purpose and background while establishing the campaigns within the desired options for recognition.

Background

The DEI Committee has previously established a SMART Goal for Education and Awareness within the Community. That goal attempts to “increase community awareness and understanding of diversity, equity, and inclusion by providing ongoing educational initiatives that engage at least 30% of the Community annually by the end of 2025”. For 2025, the Committee established the following campaigns to develop education and awareness around:

- January – None
- February – Black History Month
- March – Women’s History Month
- April – None
- May – None
- June – Pride Month
- July – Disability Pride Month
- September – Hispanic Heritage Month
- October – Indigenous People’s Day
- November – Veterans Day
- December – None

In addition to these specific areas, the Committee also took action to financially support various programs at the Library aligned with this goal. This included programs geared towards culturally significant artistry and traditional food preparation.

World Day of Cultural Diversity and Dialogue was held in May with recognitions for April and May focusing on organizing around that event. Recognition of these events was conducted through the Communications Division with supported materials provided by the DEI Strategist. Outside of the event held in May, all other efforts were addressed by the Village Board through proclamations and/or social media campaigns. The next section will address various options for recognition to build upon this effort.

Recognition Options

The three areas of recognition focused on in 2025 included event development, financial support, and public recognition/social media campaigns. Options to align recognition with the campaigns are suggested as follows:

- Event Development – We can continue to look to host events and/or align with other groups through the participation option. The Village does not host a lot of events as our role typically is to support them with services to be organized by others. The last two years the Committee has emphasized the World Day of Cultural Diversity to align with this option, and can look to continue to do so.
- Financial Support – The Village does allocate some money to support DEI programs it wishes to host or to support other entities like the example of the Library in 2025. We can also encourage local groups to make application to the Community Grant Program which is administered by the Finance Committee and Village Board. Depending on the extent of involvement, we would need to think about the timing of this option with respect to the campaign noted on the calendar.
- General Recognition – This is our most widely used category to create education and awareness. There are a few examples of it through proclamations made by the Village Board through social media coverage provided through the Communications Division. All work would continue to be supported by the Department, DEI Strategist, or as applicable in order to be recognized as planned.

- Participation – The Committee could elect to participate as volunteers to help plan, staff, or otherwise support local initiatives. This could be done as a partnership with local groups or via some other collaboration.

Proposed Campaigns

We used the 2025 Paradigm Calendar at our last meeting for reference, but a 2026 version has not been released as of yet. Its not clear if there will be one to work from for the coming year or not. Please note the following based on our discussion to date:

Campaign	Month	Assignment	Recognition	Notes
Crossing Guard Appreciation Week	01-Jan	Police	General	The Dept will prepare a proclamation and current Crossing Guards invited.
Black History Month	02-Feb	DEI Strategist	General	Similar recognition as 2025.
Lunar New Year	02-Feb	DEI Strategist	TBD	<i>NEW...</i> February 17, 2026
World Day of Social Justice	02-Feb	DEI Strategist	TBD	<i>NEW...</i> February 20, 2026
Social Work Month	03-Mar	Senior Outreach	General	The Dept will address this at their discretion.
Women's History Month	03-Mar	DEI Strategist	General	Similar recognition as 2025.
World Down Syndrome Day	03-Mar	DEI Strategist	TBD	<i>NEW...</i> March 21, 2026
Transgender Day of Visibility	03-Mar	DEI Strategist	TBD	<i>NEW...</i> March 31, 2026
	04-Apr			
World Day of Cultural Diversity	05-May	DEI Strategist	Event, Participation	Planning conducted through Equity in Events.
	06-Jun			

Recommendation

The background within this memorandum is provided to assist in the selection of education and awareness campaigns for 2026 and to align them with the options for recognition.

Areas to consider when thinking about areas to recognize:

1. Availability of Resources – Whether that is Staff time, Committee members time, or just money... how much we have of these things should be factored in to our ability to address each issue.
2. Variability in Selections – As the Paradigm calendar from 2025 suggests, there are many different items and ideas to choose from all of which are likely worth of that recognition. In relation to resources, need to think about the volume and whether or not items can change from one year to the next to spread out what is recognized from year to year.
3. Alignment of Selections with Village Services – As has been noted, most of our recognitions historically have been aligned with Village services. Our ability to act through these services while recognizing them creates a strong platform for education and awareness. For those areas where they do not align with the services we provide, our ability to recognize might be more limited.

2025 Inclusion Calendar

Heritage, Religious, and Identity Dates

Celebrate the beauty of diversity with our calendar highlighting key heritage, religious, and identity dates throughout the year! From cultural celebrations to important religious observances to months that honor marginalized groups, this calendar is your go-to guide for commemorating the many communities that make up your workforce.

Need help recognizing these moments in your organization? We've also included resources available in our learning platform **Paradigm Reach** for each date. We hope this helps you build a more inclusive workplace for employees from all backgrounds in 2025!

paradigmiq.com

Heritage and Identity Calendar

January	February	March	April	May	June	July	August	September	October	November	December
<p>4 World Braille Day</p> <p>20 MLK Day (U.S.)*</p> <p>27 International Holocaust Remembrance Day</p> <p>29 Lunar New Year</p>	<p>Black History Month (U.S. & Canada)**</p> <p>16-22 Aromantic Spectrum Awareness Week</p>	<p>Women's History Month (U.S., U.K., Australia)**</p> <p>Greek American Heritage Month (U.S.)</p> <p>1 Zero Discrimination Day</p> <p>3 World Hearing Day</p> <p>8 International Women's Day</p> <p>12 Women's Equal Pay Day (U.S.)**</p> <p>20 Nowruz</p> <p>21 World Down Syndrome Day</p> <p>21 Human Rights Day (South Africa)</p> <p>21 International Day for the Elimination of Racial Discrimination</p> <p>31 International Transgender Day of Visibility*</p> <p>31 Cesar Chavez Day</p>	<p>Autism Acceptance Month (U.S.)*</p> <p>Arab American Heritage Month (U.S.)*</p> <p>Mar 27 World Autism - Apr 2 Acceptance Week*</p> <p>2 World Autism Acceptance Day*</p> <p>3 Asian American, Native Hawaiian, and Pacific Islander Women's Equal Pay Day (U.S.)**</p> <p>4 Qingming/Ching Ming Festival</p> <p>14 Ambedkar Jayanti (India)</p> <p>22 Earth Day</p> <p>25 ANZAC Day (Australia and New Zealand)</p> <p>Apr 28 Lesbian Visibility - May 4 Week (26 - Lesbian Visibility Day)</p>	<p>Mental Health Awareness Month*</p> <p>Asian Heritage Month (Canada)**</p> <p>Asian American, Native Hawaiian, and Pacific Islander Heritage Month (U.S.)*</p> <p>European Diversity Month (European Union)</p> <p>Jewish American Heritage Month (U.S.)*</p> <p>1 International Workers' Day/Labour Day/ May Day</p> <p>15 Global Accessibility Awareness Day</p> <p>17 International Day Against Homophobia, Transphobia, & Biphobia</p> <p>19 Agender Pride Day*</p> <p>21 World Day of Cultural Diversity for Dialogue & Development*</p> <p>24 Pansexual & Panromantic Awareness and Visibility Day</p> <p>26 National Day of Healing (Australia)</p> <p>31 Dragon Boat Festival (Tuen Ng Festival - Hong Kong)</p>	<p>LGBTQ+ Pride Month*</p> <p>Caribbean American Heritage Month (U.S.)</p> <p>13 LGBTQIA+ Equal Pay Awareness Day (U.S.)**</p> <p>19 Juneteenth (U.S.)*</p> <p>20 World Refugee Day</p> <p>21 National Indigenous Peoples Day (Canada)**</p>	<p>Disability Pride Month*</p> <p>BIPOC Mental Health Month (U.S.)</p> <p>9 Black Women's Equal Pay Day (U.S.)**</p> <p>14 Non-Binary People's Day*</p>	<p>2 Day of the Bolivian Indian (Dia del Indio Boliviano - Bolivia)</p> <p>7 Mother's Equal Pay Day (U.S.)**</p> <p>9 International Day of the World's Indigenous People*</p> <p>26 Women's Equality Day (U.S.)*</p>	<p>National Hispanic Heritage Month (Sept 15 - Oct 15 - U.S.)*</p> <p>18 International Equal Pay Day</p> <p>23 Celebrate Bisexuality Day</p> <p>30 National Day of Truth & Reconciliation (Canada)</p>	<p>ADHD Awareness Month*</p> <p>LGBTQ+ History Month</p> <p>Latin American Heritage Month (Canada)**</p> <p>Women's History Month (Canada)**</p> <p>Black History Month (U.K. and Ireland)**</p> <p>Down Syndrome Awareness Month (U.S.)</p> <p>Filipino American History Month (U.S.)*</p> <p>National Disability Employment Awareness Month (U.S.)*</p> <p>2 Gandhi Jayanti (India)</p> <p>3 Latina Equal Pay Day (U.S.)**</p> <p>8 International Lesbian Day</p> <p>9 World Sight Day</p> <p>10 World Mental Health Day*</p> <p>11 National Coming Out Day (U.S., U.K., Ireland, Switzerland, & The Netherlands)*</p> <p>12 Day Of Respect For Cultural Diversity (Dia del Respeto a la Diversidad Cultural - Argentina)</p> <p>13 National Indigenous People Day (U.S.)*</p> <p>15 International Pronouns Day*</p> <p>26 Intersex Awareness Day</p>	<p>Trans Awareness Month*</p> <p>Native American Indian/Alaska Native Heritage Month (U.S.)*</p> <p>1 Day of the Dead (Dia de los Muertos - Mexico)</p> <p>8 Intersex Day of Solidarity</p> <p>11 Veterans Day (U.S.)* / Remembrance Day (Canada & U.K.)</p> <p>20 Transgender Day of Remembrance*</p> <p>20 Black Awareness Day (Dia da Consciência Negra - Brazil)</p> <p>21 Native Women's Equal Pay Day**</p>	<p>3 International Day for People with Disabilities*</p>



* Resources available on paradigmreach.com
 ** Equal pay dates change every year based on pay data from the preceding year. We will update the 2025 dates as soon as the 2024 data is available.

Religious Calendar

January	February	March	April	May	June	July	August	September	October	November	December
<p>6 Feast of Epiphany (Christianity)</p> <p>7 Orthodox Christmas (Christianity)</p> <p>13 Lohri (Hinduism)</p> <p>14 Maghi (Sikhism) and Makar Sankranti (Hinduism)</p>	<p>1 Imbolc (Wicca)</p> <p>15 Parinirvana Day (Buddhism)</p> <p>28 First day of Ramadan (Islam)</p>	<p>5 Ash Wednesday (Christianity)</p> <p>20 Ostara (Wicca) and Spring Equinox</p> <p>13-14 Purim (Judaism)</p> <p>14 Holi (Hinduism)</p> <p>14-16 Holi Mohalla (Sikhism)</p> <p>30 Eid al-Fitr (Last day of Ramadan celebration - Islam)</p>	<p>12-20 Passover (Judaism)</p> <p>14 Vaisakhi (Hinduism and Sikhism)</p> <p>18 Good Friday (Christianity)</p> <p>20 Easter and Orthodox Easter (Christianity)</p>	<p>1 Beltane (Wicca)</p> <p>12 Wesak (Buddhism)</p>	<p>1-3 Shavuot (Judaism)</p> <p>5-6 Day of Arafah (Islam)</p> <p>6-7 Eid al-Adha (Islam)</p> <p>16 Shaheedi (Sikhism)</p> <p>20 Litha (Wicca)</p> <p>24 Midsummer</p>	<p>10 Asalha Puja Day (Buddhism) and Guru Purnima (Hinduism)</p> <p>26-27 Islamic New Year (Islam)</p>	<p>1 Lughnasadh (Wicca)</p>	<p>1 First Parkash (Sikhism)</p> <p>4-5 Mawlid (Islam)</p> <p>6 Ullambana (Buddhism)</p> <p>22 Mabon (Wicca) and Fall Equinox</p> <p>24 Midsummer</p> <p>22-24 Rosh Hashanah (Judaism)</p> <p>Sept 22 - Oct 1 Navrati (Hinduism)</p>	<p>1-2 Yom Kippur (Judaism)</p> <p>5-7 Chuseok</p> <p>6 Mid-Autumn Festival and Tsukimi</p> <p>6-13 Sukkot (Judaism)</p> <p>14-15 Simchat Torah (Judaism)</p> <p>17-21 Diwali (Hinduism, Sikhism, Jainism)</p> <p>20 Bandi Chhor Divas (Sikhism)</p> <p>Oct 31 Samhain - Nov 1 (Wicca)</p>	<p>1 All Saints Day (Christianity)</p> <p>2 All Souls Day (Christianity)</p> <p>5 Guru Nanak Jayanti (Sikhism)</p>	<p>8 Bodhi Day (Buddhism)</p> <p>14-22 Chanukah (Judaism)</p> <p>Dec 21 Yule - Jan 1 (Wicca)</p> <p>25 Christmas Day (Christianity)</p> <p>Dec 26 Kwanzaa - Jan 1</p>



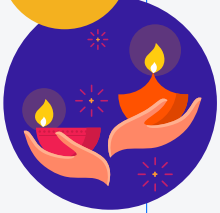
Eid al-Fitr
March 30

Easter and
Orthodox Easter
(Christianity)
April 20



Rosh Hashanah
(Judaism)
Sept 22-24

Diwali (Hinduism,
Sikhism, Jainism)
Oct 17-21



Heritage, Religious, and Identity Dates



January 2025

- 4 World Braille Day
- 6 Feast of Epiphany (Christianity)
- 7 Orthodox Christmas (Christianity)
- 13 Lohri (Hinduism)
- 14 Maghi (Sikhism) and Makar Sankranti (Hinduism)
- 20 MLK Day (U.S.)*
- 27 International Holocaust Remembrance Day
- 29 Lunar New Year

Reach Content

- 20 MLK Day
 - Reading List: Anti-Racism and Racial Justice
- 29 Lunar New Year
 - Lunar New Year Celebrations Around the World

Key

- Resource
- Microlearning
- Heritage and Identity Dates
- Religious Dates



Lunar New Year
Jan 29

* Resources available for Paradigm Reach subscribers.

Heritage, Religious, and Identity Dates



February 2025

Black History Month (U.S. and Canada)*

- 1 Imbolc (Wicca)
- 15 Parinirvana Day (Buddhism)
- 16-22 Aromantic Spectrum Awareness Week
- 28 First day of Ramadan (Islam)

Reach Content

Black History Month (U.S. and Canada)

- Celebrating Black History Month in North America: Five Facts About Workforce Equity
- How Allies Can Recommit to Racial Justice this Black History Month
- How to Advance Racial Equity This Black History Month
- Reading List: Celebrating Black History Month

Key

- Resource
- Microlearning
- Heritage and Identity Dates
- Religious Dates



Black History Month (U.S. and Canada)*

* Resources available for Paradigm Reach subscribers.

Heritage, Religious, and Identity Dates



March 2025

Women's History Month (U.S., U.K., & Australia)*

Greek American Heritage Month (U.S.)

- 1 Zero Discrimination Day
- 3 World Hearing Day
- 5 Ash Wednesday (Christianity)
- 8 International Women's Day
- 12 Women's Equal Pay Day (U.S.)**
- 13-14 Purim (Judaism)
- 14 Holi (Hinduism)
- 14-16 Hola Mohalla (Sikhism)
- 20 Nowruz
- 20 Ostara (Wicca) and Spring Equinox
- 21 World Down Syndrome Day
- 21 Human Rights Day (South Africa)
- 21 International Day for the Elimination of Racial Discrimination
- 30 Eid al-Fitr (Last day of Ramadan celebration - Islam)
- 31 International Transgender Day of Visibility*
- 31 Cesar Chavez Day

Reach Content

- Women's History Month (U.S., U.K., Australia) and International Women's Day**
- 📖 Women's History Month: Fifty Years of Progress at Work
 - 📖 How to Practice Meaningful Allyship Toward Women
 - 📖 Reading List: Women's History Month
- 31 International Transgender Day of Visibility**
- 📖 An Introduction to Transgender Identity
 - 📖 Transgender Inclusion in the Workplace

Key

- 📖 Resource
- 📖 Microlearning
- 🌸 Heritage and Identity Dates
- 🕌 Religious Dates



Eid al-Fitr
March 30



International Women's Day
March 8

* Resources available for Paradigm Reach subscribers.
 ** Equal pay dates change every year based on pay data from the preceding year. We will update the 2025 dates as soon as the 2024 data is available.

Heritage, Religious, and Identity Dates



April 2025

Autism Acceptance Month (U.S.)*

Arab American Heritage Month (U.S.)*

Mar 27 - Apr 2	World Autism Acceptance Week*
2	World Autism Acceptance Day*
3	Asian American, Native Hawaiian, and Pacific Islander Women's Equal Pay Day (U.S.)**
4	Qingming/Ching Ming Festival
12-20	Passover (Judaism)
14	Ambedkar Jayanti (India)
14	Vaisakhi (Hinduism and Sikhism)
18	Good Friday (Christianity)
20	Easter and Orthodox Easter (Christianity)
22	Earth Day
25	ANZAC Day (Australia and New Zealand)
Apr 28 - May 4	Lesbian Visibility Week (26 - Lesbian Visibility Day)

Reach Content

Autism Acceptance Month, World Autism Acceptance Week, and World Autism Acceptance Day

- Neurodiversity in the Workplace
- Actions You Can Take to Advance Autism Acceptance
- Neuro-inclusive Workplace Checklist

Arab American Heritage Month (U.S.)

- Reading List: Arab American Heritage Month

Key

- Resource
- Microlearning
- Heritage and Identity Dates
- Religious Dates

Easter and Orthodox Easter (Christianity)
April 20



World Autism Acceptance Week*
Mar 27 - Apr 2



* Resources available for Paradigm Reach subscribers.
** Equal pay dates change every year based on pay data from the preceding year. We will update the 2025 dates as soon as the 2024 data is available.

Heritage, Religious, and Identity Dates

May 2025

Mental Health Awareness Month*

Asian Heritage Month (Canada)*

Asian American, Native Hawaiian, and Pacific Islander Heritage Month (U.S.)*

European Diversity Month (European Union)

Jewish American Heritage Month (U.S.)*

- 1 International Workers' Day/
Labour Day/May Day
- 1 Beltane (Wicca)
- 12 Wesak (Buddhism)
- 15 Global Accessibility Awareness Day
- 17 International Day Against Homophobia,
Transphobia, and Biphobia
- 19 Agender Pride Day*
- 21 World Day of Cultural Diversity for Dialogue
and Development*
- 24 Pansexual & Panromantic Awareness and
Visibility Day
- 26 National Day of Healing (Australia)
- 26 Memorial Day (U.S.)
- 31 Dragon Boat Festival
(Tuen Ng Festival - Hong Kong)

paradigmiq.com



Reach Content

Mental Health Awareness Month

- Destigmatizing Mental Health
- Reading List: Mental Health Awareness Month

Asian Heritage Month (Canada)* / Asian American, Native Hawaiian, and Pacific Islander Heritage Month (U.S.)

- Supporting AAPI Advancement at Work
- Honoring the AAPI Community
- Unpacking the Model Minority Myth
- Reading List: Asian American and Pacific Islander Heritage Month

Jewish American Heritage Month (U.S.)

- Reading List: Jewish American Heritage Month

17 International Day Against Homophobia, Transphobia, and Biphobia

- Transgender Inclusion in the Workplace

19 Agender Pride Day

- A Pronoun Primer

21 World Day of Cultural Diversity for Dialogue and Development*

- Cross-Cultural Communication

Key

- Resource
- Microlearning
- Heritage and Identity Dates
- Religious Dates



* Resources available for Paradigm Reach subscribers.

Heritage, Religious, and Identity Dates

June 2025

LGBTQ+ Pride Month*

Caribbean American Heritage Month (U.S.)

- 1-3 Shavuot (Judaism)
- 5-6 Day of Arafah (Islam)
- 6-7 Eid al-Adha (Islam)
- 13 LGBTQIA+ Equal Pay Awareness Day (U.S.)**
- 16 Shaheedi (Sikhism)
- 19 Juneteenth (U.S.)*
- 20 World Refugee Day
- 20 Litha (Wicca)
- 21 National Indigenous Peoples Day (Canada)*
- 24 Midsummer

paradigmIQ.com



Reach Content

LGBTQ+ Pride Month

- 📖 An Introduction to Transgender Identity
- 📖 Inclusive Language
- 📖 Pride Month: Continuing the Fight for Equal Rights
- 📖 A Pronoun Primer
- 📖 How Employee Benefits Can Promote LGBTQ+ Inclusion
- 📖 Reading List: Pride Month
- 📖 Transgender Inclusion in the Workplace

19 Juneteenth (U.S.)

- 📖 Reading List: Anti-Racism and Racial Justice
- 📖 How Companies and Individuals Can Use Juneteenth to Practice Active Allyship
- 📖 Understanding and Honoring Juneteenth

21 National Indigenous Peoples Day (Canada)

- 📖 Honoring Indigenous Peoples Around the World

Key

- 📖 Resource
- 📖 Microlearning
- Heritage and Identity Dates
- Religious Dates



* Resources available for Paradigm Reach subscribers.
 ** Equal pay dates change every year based on pay data from the preceding year. We will update the 2025 dates as soon as the 2024 data is available.

Heritage, Religious, and Identity Dates

July 2025

Disability Pride Month*

BIPOC Mental Health Month (U.S.)

- 9 Black Women's Equal Pay Day (U.S.)**
- 10 Asalha Puja Day (Buddhism) and Guru Purnima (Hinduism)
- 14 Non-Binary People's Day*
- 26-27 Islamic New Year (Islam)

paradigmIQ.com



Reach Content

Disability Pride Month

- Disability Inclusion
- Embracing the Diversity of the Disability Community
- Reading List: Disability Inclusion

14 Non-Binary People's Day

- An Introduction to Transgender Identity
- A Pronoun Primer

Key

- Resource
- Microlearning
- Heritage and Identity Dates
- Religious Dates



* Resources available for Paradigm Reach subscribers.
 ** Equal pay dates change every year based on pay data from the preceding year. We will update the 2025 dates as soon as the 2024 data is available.

Heritage, Religious, and Identity Dates



August 2025

- 1 Lughnasadh (Wicca)
- 2 Day of the Bolivian Indian (Día del Indio Boliviano - Bolivia)
- 7 Mother's Equal Pay Day (U.S.)**
- 9 International Day of the World's Indigenous People*
- 26 Women's Equality Day (U.S.)*

Reach Content

- 9 **International Day of the World's Indigenous People**
 - Honoring Indigenous Peoples Around the World
- 26 **Women's Equality Day**
 - How to Practice Meaningful Allyship Toward Women
 - Reading List: Women's History Month

Key

- Resource
- Microlearning
- Heritage and Identity Dates
- Religious Dates



International Day of the World's Indigenous People*
Aug 9

* Resources available for Paradigm Reach subscribers.
** Equal pay dates change every year based on pay data from the preceding year. We will update the 2025 dates as soon as the 2024 data is available.

Heritage, Religious, and Identity Dates



September 2025

National Hispanic Heritage Month begins (Sept 15 - Oct 15 - U.S.)*

1	First Parkash (Sikhism)
4-5	Mawlid (Islam)
6	Ullambana (Buddhism)
18	International Equal Pay Day**
22	Mabon (Wicca) and Fall Equinox
22-24	Rosh Hashanah (Judaism)
Sept 22 - Oct 1	Navrati (Hinduism)
23	Celebrate Bisexuality Day
30	National Day of Truth and Reconciliation (Canada)

Rosh Hashanah (Judaism)
Sept 22-24



Reach Content

National Hispanic Heritage Month (Sept 15 – Oct 15, U.S.)

- Five Things You Might Not Know About the Latine Workforce
- Inclusive Terminology Within the Hispanic, Latino, and Latine Community
- Reading List: Hispanic Heritage Month

30 National Day of Truth and Reconciliation (Canada)

- Honoring Indigenous Peoples Around the World

Key

- Resource
- Microlearning
- Heritage and Identity Dates
- Religious Dates

National Hispanic Heritage Month begins (Sept 15 - Oct 15 - U.S.)*



* Resources available for Paradigm Reach subscribers.

** Equal pay dates change every year based on pay data from the preceding year. We will update the 2025 dates as soon as the 2024 data is available.

Heritage, Religious, and Identity Dates



October 2025

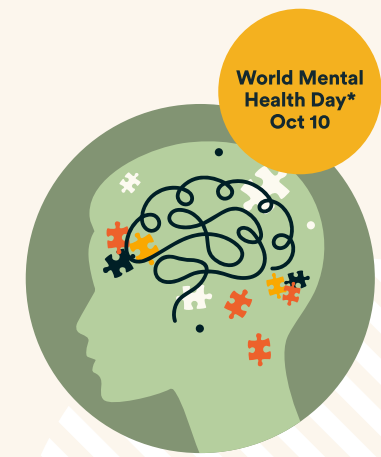
ADHD Awareness Month*	1-2	Yom Kippur (Judaism)
LGBTQ+ History Month	2	Gandhi Jayanti (India)
Latin-American Heritage Month (Canada)*	3	Latina Equal Pay Day (U.S.)**
Women's History Month (Canada)*	5-7	Chuseok
Black History Month (U.K and Ireland)*	6	Mid-Autumn Festival and Tsukimi
Down Syndrome Awareness Month (U.S.)	6-13	Sukkot (Judaism)
Filipino American History Month (U.S.)*	8	International Lesbian Day
National Disability Employment Awareness Month (U.S.)*	9	World Sight Day
National Hispanic Heritage Month ends (Sept 15 - Oct 15 - U.S.)*	10	World Mental Health Day*
	11	National Coming Out Day (U.S., U.K., Ireland, Switzerland, and the Netherlands)*
	12	Day Of Respect For Cultural Diversity (Día del Respeto a la Diversidad Cultural - Argentina)
	13	National Indigenous People Day (U.S.)*
	14-15	Simchat Torah (Judaism)
	15	International Pronouns Day*
	17-21	Diwali (Hinduism, Sikhism, Jainism)
	20	Bandi Chhor Divas (Sikhism)
	26	Intersex Awareness Day
	Oct 31 - Nov 1	Samhain (Wicca)

Reach Content

- ADHD Awareness Month**
 - Embracing ADHD in the Workplace
- Latin-American Heritage Month (Canada)**
 - Inclusive Terminology Within the Hispanic, Latino, and Latine Community
- Women's History Month (Canada)**
 - How to Practice Meaningful Allyship Toward Women
 - Reading List: Women's History Month
- Black History Month (U.K. and Ireland)**
 - How Allies Can Recommit to Racial Justice this Black History Month
 - How to Advance Racial Equity this Black History Month
 - Reading List: Celebrating Black History Month
- Filipino American History Month (U.S.)**
 - Reading List: Filipino American History Month
- National Disability Employment Awareness Month (U.S.)**
 - Disability Inclusion
 - Neurodiversity in the Workplace
 - Embracing the Diversity of the Disability Community
 - Neuro-inclusive Workplace Checklist
 - Reading List: Disability Inclusion
- 10 World Mental Health Day**
 - Destigmatizing Mental Health
 - Reading List: Mental Health Awareness Month
- 11 National Coming Out Day (U.S., U.K., Ireland, Switzerland, and the Netherlands)***
 - How Employee Benefits Can Promote LGBTQ+ Inclusion
- 13 National Indigenous People Day (U.S.)**
 - Honoring Indigenous Peoples Around the World
- 15 International Pronouns Day**
 - Inclusive Language
 - A Pronoun Primer

Key

- Resource
- Microlearning
- Heritage and Identity Dates
- Religious Dates



* Resources available for Paradigm Reach subscribers.
 ** Equal pay dates change every year based on pay data from the preceding year. We will update the 2025 dates as soon as the 2024 data is available.

Heritage, Religious, and Identity Dates



November 2025

Trans Awareness Month*

Native American Indian/Alaska Native Heritage Month (U.S.)*

- 1 Day of the Dead (Día de los Muertos - Mexico)
- 1 All Saints Day (Christianity)
- 2 All Souls Day (Christianity)
- 5 Guru Nanak Jayanti (Sikhism)
- 8 Intersex Day of Solidarity
- 11 Veterans Day (U.S.)* / Remembrance Day (Canada & U.K.)
- 20 Transgender Day of Remembrance*
- 20 Black Awareness Day (Dia da Consciência Negra - Brazil)
- 21 Native Women's Equal Pay Day**

Reach Content

Trans Awareness Month and Transgender Day of Remembrance

- Inclusive Language
- An Introduction to Transgender Identity
- A Pronoun Primer
- Transgender Inclusion in the Workplace

Native American Indian/Alaska Native Heritage Month (U.S.)

- Reading List: Native American Heritage Month

11 Veterans Day (U.S.)*

- Honoring Veterans Day

Key

- Resource
- Microlearning
- Heritage and Identity Dates
- Religious Dates

Trans Awareness Month*



* Resources available for Paradigm Reach subscribers.

** Equal pay dates change every year based on pay data from the preceding year. We will update the 2025 dates as soon as the 2024 data is available.

Heritage, Religious, and Identity Dates



December 2025

3	International Day for People with Disabilities*
8	Bodhi Day (Buddhism)
14-22	Chanukah (Judaism)
Dec 21 - Jan 1	Yule (Wicca)
25	Christmas Day (Christianity)
Dec 26 - Jan 1	Kwanzaa

Reach Content

- Happy Holidays
 - Religious Inclusion
- 3 International Day for People with Disabilities
 - Disability Inclusion

Key

- Resource
- Microlearning
- Heritage and Identity Dates
- Religious Dates



Happy Holidays!

* Resources available for Paradigm Reach subscribers.



About Paradigm

Paradigm offers an end-to-end suite of products and consulting services that help organizations build more diverse, inclusive cultures where everyone can do their best work.

A key component of those cultures is impactful employee learning. With that in mind, we developed Paradigm Reach, a blended learning platform that combines online training, microlearning videos, and resources that translate learning to action. Reach has 50+ videos and resources honoring different inclusion dates, and its library is always growing.

If you'd like to sign up for a free trial, visit www.paradigmhq.com/online-learning/


McFarland
SUMMARY SHEET

MEETING DATE: Monday, November 17, 2025

SECTION: Business

DEPARTMENT: Administration

CONTACT: Krystal Johnson, DEI Strategist

AGENDA ITEM: Discussion and Action to make a recommendation to the Village Board regarding the Proposed Religious Holidays for 2026 Calendar.

PREVIOUS ACTION:

None.

ISSUE SUMMARY:

Please find enclosed the updated schedule for 2026 based upon recommended observed holidays for the coming year. This reconciles with the recommendations from Dane County which are included and also includes holidays observed by policy within the Village. Meetings and possible conflicts are listed within the memo which will help Staff identify areas where rescheduling needs to occur throughout the year. Definitions are provided to help with guidance and are not proposed to be revised presently for the coming year. The objective for this item is to review the proposed holidays, discuss, and make a recommendation to the Village Board to help finalize the meeting schedule for next year.

FINANCIAL/BUDGET IMPACT:

None.

VILLAGE PLAN REFERENCE:

None.

ORDINANCE REFERENCE:

None.

BOARD, COMMISSION OR COMMITTEE RECOMMENDATION:

Recommended Action:


Motion, second to make a recommendation to the Village Board regarding the proposed Religious Holidays for 2026 Calendar.

ATTACHMENTS:

1. 2026 McFarland Observed Holidays 11132025 mgs
2. Appendix A - Dane County 2026 Observed Holidays

Memorandum

To: Village Board

From: Matthew G. Schuenke, Village Administrator 

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

Krystal Johnson, DEI Strategist

Department Heads

Village Staff

Date: November 13, 2025

Re: 2026 McFarland Observed Holidays

Executive Summary

Since 2024, the Village has approved a process to avoid holding meetings on dates that are observed for holidays. The purpose for which is to ensure that everyone can participate in government meetings and events without conflicting with their religious, cultural, or personal beliefs. This process follows similar guidelines followed by Dane County and provides direction for Village Staff on dates to avoid for scheduling purposes noting possible conflicts. This memorandum is provided to note which holidays are observed, provide direction on scheduling, and identify possible conflicts during the year to be resolved.

Observed Holidays

To facilitate public and employee participation and inclusion, it is recommended that the Village meetings and events be considered for rescheduling in accordance with the following holidays in 2026:

New Year's Day (Work Restricted Holiday) – Monday, January 1st

- No known conflicts.

Martin Luther King Jr. Day (Work Restricted Holiday) – Monday, January 19th

- DEI Committee on January 19th at 6:00 pm

Ash Wednesday * – Wednesday, February 18th

- No known conflicts.

Purim * – Begins at sunset on Monday, March 2nd to nightfall on Tuesday, March 3rd.

- Library Board on March 2nd at 5:15 pm (No Conflict)
- Public Safety Committee on March 2nd at 6:30 pm (No Conflict)
- Parks and Recreation Committee on March 3rd at 6:30 pm (No Conflict)

Eid-al-Fitr – Friday, March 20th.

- No known conflicts.

Passover – Begins at sunset on Wednesday, April 1st to nightfall on Thursday, April 9th. Avoid scheduling on April 1-9. Meetings are acceptable April 6.

- Library Board on April 6th at 5:15 pm (No Conflict)
- Public Safety Committee on April 6th at 6:30 pm (No Conflict)
- Parks and Recreation Committee on April 7th at 6:30 pm (Conflict)
- Community Development Authority on April 8th at 7:00 pm (Conflict)

Maundy Thursday * – Thursday, April 2nd

- No known conflicts.

Good Friday * – Friday, April 3rd

- No known conflicts.

Shavuot – Begins at sunset on Thursday, May 21st to nightfall on Saturday, May 23rd. Avoid scheduling on all days.

- No known conflicts.

Memorial Day (Work Restricted Holiday) – Monday, May 25th

- Public Works and Utilities Committee on May 25th at 6:00 pm

Eid-al-Adha – Thursday, May 28th

- No known conflicts.

Juneteenth (Work Restricted Holiday) – Friday, June 19th

- No known conflicts.

Independence Day (Work Restricted Holiday) – Saturday, July 4th

- No known conflicts.

Labor Day (Work Restricted Holiday) – Monday, September 7th

- Library Board on September 7th at 5:15 pm
- Public Safety Committee on September 7th at 6:30 pm

Rosh Hashanah – Begins at sunset on Friday, September 11th to nightfall on Sunday, September 13th. Avoid scheduling on all days.

- No known conflicts.

Yom Kippur – Begins at sunset on Sunday, September 20th to nightfall on Monday, September 21st. Avoid scheduling on both days.

- DEI Committee on September 21st at 6:00 pm

Sukkot – Begins at sunset on Friday, September 25th to nightfall on Friday, October 2nd. Avoid scheduling on September 25-27. Meetings are acceptable Sep 28-Oct 1.

- Public Works and Utilities Committee on May 25th at 6:00 pm (No Conflict)

Shemini Atzeret & Simchat Torah – Begins at sunset on Friday, October 2nd to nightfall on Sunday, October 4th. Avoid scheduling on all days.

- No known conflicts.

Indigenous Peoples' Day (Work Restricted Holiday) – Monday, October 12th

- Sustainability and Natural Resources Committee on October 12th at 6:00 pm

Diwali * – Sunday, November 8th

- No known conflicts.

Thanksgiving (Work Restricted Holiday) – Thursday, November 26th and Friday, November 27th.

- No known conflicts.

Hanukkah * – Begins at sunset on Friday, December 4th to nightfall on Saturday, December 12th.

- Library Board on December 7th at 5:15 pm (No Conflict)
- Public Safety Committee on December 7th at 6:30 pm (No Conflict)
- Village Board on December 8th at 7:00 pm (No Conflict)
- Community Development Authority on December 9th at 7:00 pm (No Conflict)

Christmas Eve/Day (Work Restricted Holiday) – Thursday, December 24th and Friday, December 25th.

- No known conflicts.

* This is not a work-restricted holiday. Meetings and events are permissible unless otherwise specified. Social programs and events organized by Village Government are permissible unless otherwise specified.

The above schedule was derived from the recommendations of the Dane County Office for Equity and Inclusion regarding a memorandum dated October 1, 2025 (Appendix A). The schedule was also reconciled with the [Village Personnel Policy Manual](#) to ensure consistency with scheduling and work restricted holidays by policy.

The following definitions are provided:

Operational Programs: An operational program is defined as any voting/action or decision making meeting within government.

Programs: A planned series of events or activities that are designed to achieve a specific goal.

Social Programs: An informal or formal social gathering or event organized by Village government.

Work Restrict Holidays: A day where most offices are closed in which services are not provided as most of the employees are off in recognition of the holiday. Exceptions include public safety services and other essential services.

Scheduling Exception

With exception, if a public or closed session meeting is necessary to maintain operational functionality, an exception can be made. A board, commission, or committee meeting may be scheduled on a listed holiday in response to an emergency or otherwise stated necessity to ensure continuity of Village operations. A meeting for this purpose to be held on a listed holiday is subject to approval by the meeting chairperson, Village President, and Village Administrator.

Closing

If the public or employees believe there are other religious observances that need to be addressed, please feel free to contact Village Staff for additional inclusions or clarifications. We are aiming to be cautious and not put anyone in an uncompromising position with meeting responsibilities at work and their most serious religious responsibilities. Please note the Village may still be open and conducting other business on some dates indicated to avoid scheduling.

DATE: October 01, 2025
TO: Department Heads, Managers and Supervisors, Elected Officials, County Board
FROM: Wesley Sparkman
The Tamara D. Grigsby Office for Equity and Inclusion
RE: Observance of Religious Holidays

In order to facilitate public participation, we recommend that you avoid scheduling board, commission, or committee meetings in the executive branch on the following religious holidays in 2026:

Ash Wednesday*: Wednesday, February 18th

Purim*: Begins at sunset on Monday, March 2nd to nightfall on Tuesday, March 3rd

Eid-al-Fitr: Friday, March 20th

Passover: Begins at sunset on Wednesday, April 1st, to nightfall on Thursday, April 9th
Avoid meetings April 1st – 9th. Meetings are acceptable on April 6th

Maundy Thursday*: Thursday, April 2nd

Good Friday*: Friday, April 3rd

Shavuot: Begins at sunset on Thursday, May 21st, to nightfall Saturday, May 23rd. Avoid meetings May 21st - 23rd

Eid-al-Adha: Thursday, May 28th

Rosh Hashanah: Begins at sunset on Friday, September 11th, to nightfall Sunday, September 13th.
Avoid meetings September 11th - 13th

Yom Kippur: Begins at sunset on Sunday, September 20th, to nightfall Monday, September 21st.
Avoid meetings September 20th - 21st

Sukkot: Begins at sunset on Friday, September 25th, to nightfall Friday, October 2nd.
Avoid meetings September 25th - 27th. Meetings are acceptable September 28th - October 1st

Shemini Atzeret & Simchat Torah: Begins at sunset on Friday, October 2nd, to nightfall Sunday, October 4th.
Avoid meetings October 2nd - 4th.

Diwali*: Sunday, November 8th

Hanukkah*: Begins at sunset Friday, December 4th, to nightfall Saturday, December 12th.

If you or your employees believe other religious observances need to be addressed, please feel free to let me know. We aim to be cautious and not put anyone in an uncompromising position of choosing between work and serious religious responsibilities. Please note that these are dates when the County may be open for business. Thank you for your cooperation.

**This is not a work-restricted holiday; meetings are permissible unless otherwise specified.*


VILLAGE OF
McFarland
SUMMARY SHEET

MEETING DATE: Monday, November 17, 2025

SECTION: Business

DEPARTMENT: Administration

CONTACT: Lee Igl, Public Works Director, Krystal Johnson, DEI Strategist, Matt Schuenke, Village Administrator

AGENDA ITEM: Discussion and action to make a recommendation to the Village Board regarding an inventory of gender neutral public restrooms available through Village facilities.

PREVIOUS ACTION:

None.

ISSUE SUMMARY:

Enclosed within the packet is a memo summarizing gender neutral restrooms offered within Village buildings including the park system. The intent is to create an inventory of what we do have to help make decisions in the future as we consider additional improvements within our facilities and parks. This is an action step established by the Village Board within its goals and objectives, it will also be reviewed by the Parks and Recreation Committee.

FINANCIAL/BUDGET IMPACT:

There are many gender neutral restrooms offered within our facilities, but in some cases there are not. Costs for remodeling or adding a facility are included based on prior construction experience to help set budget priorities in the future. No funds are presently allocated for any of the additional costs as this plan is meant to serve as a guide for those decisions in the future as might be needed.

VILLAGE PLAN REFERENCE:

None.

ORDINANCE REFERENCE:

None.

BOARD, COMMISSION OR COMMITTEE RECOMMENDATION:

Recommended Action:

Motion, second to make a recommendation to the Village Board regarding an inventory of gender neutral public restrooms available through Village facilities.


ATTACHMENTS:

1. Gender Neutral Restroom Assessment 11132025 mgs
2. Appendix A - Facility Restroom Inventory



Memorandum

To: Diversity, Equity, and Inclusion (DEI) Committee
Parks and Recreation Committee

From: Matthew G. Schuenke, Village Administrator 

Cc: Lee Igl, Public Works Director
Krystal Johnson, DEI Strategist

Date: November 13, 2025

Re: Gender Neutral Public Restroom Assessment

Executive Summary

The Village Board had previously established an action step within its goals to create an inventory of gender-neutral restrooms that are offered within its facilities. Staff reviewed all of our current public buildings and park facilities to provide an overview of what is available at the locations we currently oversee. This memorandum is provided to summarize those findings as well as offer estimates to add facilities where they are not currently present. The information can be used going forward within facility and park planning to fill gaps within the system as opportunities arise.

Public Buildings

The Village has four main buildings that house staff where services are provided and the public access for use. There is a fifth building that is publicly owned but privately occupied. Please note the following summary:

- Library – The building currently offers public restrooms that are not gender-neutral, but does provide a gender-neutral staff restroom. The building is being studied for possible renovations in the future in which this could be added.
- Municipal Center – This is one of our more widely used buildings for several different purposes where it offers gender-neutral facilities for the public and staff. It is also being studied for renovations and continuing to offer gender-neutral as an option will be included.
- Public Safety Center – While this is our newest facility, a gender-neutral option for the public was not included within the design but is available for staff in all departments.

- Public Works Center – There are no public restrooms available at this location, and the staff restrooms are presently assigned by gender within their locker rooms.
- Youth Center (old library building) – This location is owned by the Village but leased to the McFarland Youth Center. There is not a gender-neutral option available for its users, but its future space needs are tied to planning at the Library and Municipal Center.

Park Facilities

While the park facilities are also public buildings, they are of a different size and scope spread out within the Village. The Parks and Recreation Committee also has a specific goal to continue to expand public restroom facilities within the system as an amenity to make their use more accessible. Understanding where the gaps are overall helps to contribute to the planning process to make decisions that are more equitable. The following is summarized for gender-neutral restrooms within the parks as...

- *...available* – Nearly all of the parks with restroom facilities offer this amenity as a gender-neutral option. Brandt Park was the last park to add this option in 2024 after previously only providing for gender options. Some of these facilities are seasonal but all options listed in green are available to the public to use on a gender-neutral basis.
- *...not available* – The only location without a gender-neutral option is McDaniel Park. This was renovated a few years ago to add space for the concessions. Additional space was provided for storage that could possibly be converted in the future to a gender-neutral option if that were desired.
- *...other* – 5 other park locations have no permanent facility but offer portable restrooms that are not defined by gender. 7 other locations offer no restroom facilities at all. In most of these cases, a single standalone facility that is gender neutral would be recommended (similar to Highland Oaks from 2024). In some cases like Egner (Well #4) and Orchard Hill (old storage building) they would need to be tied to a larger facility project.

Recommendation

Enclosed with this memorandum is Appendix A which is a full list of publicly available restrooms under the oversight of the Village. This information is provided to inventory each of the amenities offered and what solutions might exist if additional improvements are needed. The purpose of this is to provide a record of what may be needed in the future for restroom improvements to help aid in the decision making process.

Public Restroom Inventory - General Facilities

Location	Public Restroom	Gender Neutral	Staff Restrooms	Portable Restroom	Comments	Potential for future Gender neutral facility	Cost Estimate
Library	X		X GN	N/A		Discussions within a future remodel.	TBD with new design.
Municipal Center	X	X	X GN	N/A	"Family Restroom"...consider sign change.	Keep in future remodel.	Keep with new design.
Public Safety Center	X		X GN	N/A	New construction, 2 years old.	Significant impact on space needs.	Est. 300 sf at \$250 sf for cost of \$75,000.
Public Works			X	N/A	No public access restrooms.	Remodeled within last 5 years, no public space.	Est. 350 sf at \$325 sf for cost of \$113,750.
Youth Center	X			N/A	Restrooms for users of center.	Building planned for removal.	Not recommended.

Public Restroom Inventory - Parks with Facilities

Location	Public Restroom	Gender Neutral	Staff Restrooms	Portable Restroom	Comments	Potential for future Gender neutral facility	Cost Estimate
Brandt Park	X	X		N/A	Seasonal Use, Closed in Winter.	Completed in 2025.	Compliant
Community Park	X	X		N/A	In design to begin in 2025.	Planned for completion in 2026.	Compliant
Curling Club	X	X		N/A	Seasonal Use, Closed in Winter.	Single occupancy lockable, tied to Curling Club.	Compliant
Discovery Garden					No dedicated facility.	Adjacent to Municipal Center and Library.	Compliant
Dog Park Shelter	X	X		N/A	Single occupancy lockable.	Completed in 2020.	Compliant
Highland Oaks Park	X	X		N/A	Single occupancy prefab building.	Completed in 2024.	Compliant
Lewis Park	X	X		N/A	Year round facility.	Completed in 2017.	Compliant
McDaniel Park	X			Winter	Remodeled in 2020.	Consider adding in garage space.	Est. 200 sf at \$175 sf for cost of \$35,000.
William McFarland Park	X	X		N/A	Access from interior when shelter is open.	Completed in 2019.	Compliant

Public Restroom Inventory - Parks without Facilities

Location	Public Restroom	Gender Neutral	Staff Restrooms	Portable Restroom	Comments	Potential for future Gender neutral facility	Cost Estimate
Arnold Larson Park				X	Has temporary facility.	Consider construction of permanent facility.	Est. single occupancy pre-fab at \$225,000.
Autumn Grove				X	Has temporary facility.	Consider construction of permanent facility.	Est. single occupancy pre-fab at \$225,000.
Cedar Ridge Park					No current facilities.	Consider use of temp or perm facility.	Est. single occupancy pre-fab at \$225,000.
Egner Park				X	Has temporary facility.	Planned with Well #4 reconstruction in 2028.	Est. remodeling cost at \$350,000.
Jaeger Park					No current facilities.	Not Village property, requires DNR approval.	TBD
Juniper Ridge Park					No current facilities.	Consider construction of permanent facility.	Est. single occupancy pre-fab at \$225,000.
Orchard Hill Park				X	Has temporary facility.	No utilities, additional cost for well/septic.	Est. new construction cost at \$750,000.
Ridgeview Tot Lot					No current facilities.	Consider use of temp or perm facility.	Est. single occupancy pre-fab at \$225,000.
Rosewood Fields					No current facilities.	Consider use of temp or perm facility.	Est. single occupancy pre-fab at \$225,000.
Siggelkow Road Park					No current facilities.	Consider use of temp or perm facility.	Est. single occupancy pre-fab at \$225,000.
Woodland Estates Park				X	No current facilities.	Consider construction of permanent facility.	Est. single occupancy pre-fab at \$225,000.
Valley Tot Lot					No current facilities.	Consider use of temp or perm facility.	Est. single occupancy pre-fab at \$225,000.

Reference Points:

* Renovation/remodeling was estimated between \$175 sf - \$250 sf depending on the significance of the project. That is about half the cost for new construction.

** New construction was estimated at \$325 sf based on construction costs for Brand Park installion of new gender neutral facility.

*** A new single occupancy facility that is prefabricated is estimated at \$225,000 based on expense at Highland Oaks Park.


VILLAGE OF
McFarland
SUMMARY SHEET

MEETING DATE: Monday, November 17, 2025

SECTION: Business

DEPARTMENT: Administration

CONTACT: Krystal Johnson, DEI Strategist

AGENDA ITEM: **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)**

PREVIOUS ACTION:

This agenda item is provided as an opportunity for discussion on this topic at each meeting.

ISSUE SUMMARY:

The Diversity, Equity, and Inclusion Committee, as outlined in ordinance 2-461 (a)(b)(c), is responsible, among other facets of the code, to make recommendations to the Village Board, serving as a resource, setting goals, and advising the Board, committees, and staff on various aspects of diversity, equity, and inclusion within the Village. Allocating dedicated time during the meeting for committee members to discuss promotes the effective implementation of this ordinance.

Chair and Board Trustee - Share any initiatives/updates to discuss with the DEI Committee

Other Village Committee members- Provide any committee updates or initiatives from other Village committee's that you may serve on

Community - Share any community updates that are relevant to the committee, Village, Boards, Committee's or Commissions

Departments & Staff - Share any updates or recommendations

FINANCIAL/BUDGET IMPACT:

None.

VILLAGE PLAN REFERENCE:

None.

ORDINANCE REFERENCE:

None.

BOARD, COMMISSION OR COMMITTEE RECOMMENDATION:

For discussion only. No action on this item.



ATTACHMENTS:

None