

Monday, February 16, 2026**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/88153227446>

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

Webinar ID: 881 5322 7446

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 attendees to provide public comment on matters that are not on the agenda. Attendees desiring to provide public comment on specific items on the agenda may do so at the time that agenda item is brought up. Zoom attendees wishing to speak should type their name, address, and the relevant agenda item in the Q&A feature within the online meeting platform. Zoom attendees may also register in support or opposition of an item through the Q&A feature. In person attendees 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 public comment. Please adhere to the 3-minute time limit. Written comments will not be read into the record during the meeting but may be sent to DEI@mcfarland.wi.gov to be included with the agenda materials.
3. APPROVAL OF MINUTES.
 - a. Motion to approve the minutes of the December 15, 2025 meeting.
4. BUSINESS.
 - a. Discussion and action regarding Resolution #2026-03: a resolution repudiating racial and discriminatory covenants in Dane County historic property records.
 - b. Discussion regarding position planning related to resources for DEI Staffing.
 - c. Update and discussion regarding engagement with McFarland High School.
 - d. Discussion regarding event planning and education/awareness updates.
 - e. 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)
5. SCHEDULE NEXT MEETING DATE.
 - a. Monday, March 16, 2026 at 6:00 pm.

6. ADJOURNMENT.

Any person who has a qualifying disability as defined by the Americans with Disabilities Act that requires the meeting or materials at the meeting to be in an accessible location or format should contact the McFarland Municipal Center at (608)838-3153, 5915 Milwaukee Street, McFarland, Wisconsin, or village.clerk@mcfarland.wi.us by 2:00 p.m. at least 5 business days prior to the meeting so that any necessary arrangements can be made to accommodate each request. If the meeting or request is less than 5 business days from the meeting, requests for accommodations may still be made and reasonable efforts will be made to accommodate each request.

VILLAGE OF MCFARLAND

Diversity, Equity, and Inclusion Committee Minutes

Monday, December 15, 2025 - 6:00 PM

1. CALL TO ORDER, ROLL CALL.

Kathy Annen called the regular meeting of the Diversity, Equity, and Inclusion Committee to order at 6:00 PM in Community Room.

Members present: Kathy Annen, Cyndi Jaye Camellia, Monica Bruce, Mona Nelson, Kelly Thompson, and Meghan Kelling-Shanks

Members not present: Miguel Peña.

Staff Present: Village Administrator Matt Schuenke, Communications Manager Melanie Camellia, and DEI Strategist Krystal Johnson.

2. PUBLIC APPEARANCES.

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.

Motion to approve the minutes of the October 22, 2025 meeting.

A motion was made by Annen, second by Kelling-Shanks, and unanimously carried by the DEI Committee to approve the minutes of the October 22, 2025 meeting. Motion carries 4 - 0 - 0 by acclamation.

Motion to approve the minutes of the November 17th, 2025 meeting.

A motion was made by Annen, second by Kelling-Shanks, and unanimously carried by the DEI Committee to approve the minutes of the November 17, 2025 meeting. Motion carries 4 - 0 - 0 by acclamation.

4. BUSINESS.

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

Staff presented the final draft of the education and awareness campaigns for January

2026 - June 2026, and upon adoption will work with all involved to carry them out within the schedule set. Following discussion, a motion was made by Annen, seconded by Kelling-Shanks, and unanimously carried by the DEI Committee to approve the Education and Awareness Campaigns for January 2026-June 2026. Motion carries 4 - 0 - 0 by acclamation.

b. Presentation and Discussion on Equity in Events — World Day for Cultural Diversity Dialogue and Development

Staff presented the first part of the Equity in Events planning guide, providing the committee an opportunity to discuss the guide and make recommendations. The Committee discussed planning for the event in relation to the format developed. No action was taken on this item.

c. Discussion of the DEI Committee's participation with the Village of McFarland High School, including recent high-school events and participation

The Committee was presented with information about a Student coalition made up of representatives from various student-led equity groups. Staff shared an upcoming event at the High School where they are hosting a Youth Unity Summit. Committee Member Thompson provided an overview of the event and invite members to attend. The Committee also discussed engagement with students. The Administrator and DEI Strategist will make initial contact with Students in early 2026, and then plan for a Committee interaction later in the Spring. No action was taken on this item.

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)

The Committee and Staff discussed various community volunteer opportunities that they have participated in.

5. SCHEDULE NEXT MEETING DATE.

a. Next meeting is scheduled for January 22nd, 2026 at 6:00 pm

6. ADJOURNMENT.

Motion by Annen, second by Thompson, to adjourn at 6:35 pm. Motion carried 6 - 0 - 0 by acclamation.

Pursuant to law, written notice of this meeting was given to the public and posted on the public bulletin board in accordance with Open Meetings Law.

Respectfully submitted,
Matthew G. Schuenke
Village Administrator



**VILLAGE OF
McFarland
SUMMARY SHEET**

MEETING DATE: Monday, February 16, 2026

SECTION: Business

DEPARTMENT: Administration

CONTACT: Matt Schuenke, Village Administrator

AGENDA ITEM: Discussion and action regarding Resolution #2026-03: a resolution repudiating racial and discriminatory covenants in Dane County historic property records.

PREVIOUS ACTION:

None.

ISSUE SUMMARY:

Please find enclosed a resolution that rejects historic language in property records that limit an individuals ability to purchase a property based on their race, religion, country of origin or other demographics. Dane County has been working on a project to map an engage the public to identify and confirm restrictive language in real estate records and work towards structural and distributional equity. The project is called "Prejudice in Places" and can be viewed in more detail through this link... <https://www.danecountyplanning.com/Prejudice-in-Places>. They also have a traveling exhibit documenting their findings that is currently being hosted by the Library during Black History Month. To date they have found 1,095 discriminatory records that have effected at least 4,000 properties throughout Dane County.

These records date back to the early 20th Century where the practice of including this language on deeds and other real estate documents was legal. While this practice has long been illegal, the documents remain within our history and the project was developed to acknowledge their existence while allowing for the ability to reject what they stand for. An example of this exists in McFarland where 6 properties are affected by these documents. Attached within the packet is an excerpt from those documents that were enacted locally in 1942 until the US Supreme Court invalidated them in 1948.

The resolution is presented as a way for the community to reject these discriminatory practices today and encourage property owners that unknowingly have this language attached to their property the ability to file a Discharge and Release as additional repudiation of these illegal requirements. Dane County has contacted all property owners, and something we could do locally as well to encourage their involvement.

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 Resolution #2026-03, a resolution repudiating racial and discriminatory covenants in Dane County historic property records.

ATTACHMENTS:

1. 2026-03 Resolution Repudiating Racial and Discriminatory Covenants
2. Racial Covenants Example

RESOLUTION 2026-02

A RESOLUTION REPUDIATING RACIAL AND DISCRIMINARY COVENANTS IN DANE COUNTY HISTORIC PROPERTY RECORDS

WHEREAS, the Village of McFarland seeks to build a foundation on transparency and honesty;

WHEREAS, racial covenants, also known as discriminatory covenants, were restrictions inserted into property deeds that prohibited purchase, rental, or occupancy of a residence based on race and other protected classes. For most of the 20th century, these racial covenants were an insidious tool used for racially restricting home sales and segregating residential neighborhoods;

WHEREAS, deeds with these racially restrictive covenants are still on file in the Village of McFarland and in surrounding communities, including but not limited to the City of Madison, Monona, and the Town of Dunn as well as throughout all of Dane County;

WHEREAS, we acknowledge that the legacy of these covenants remains in our communities in the form of entrenched segregation and lower rates of homeownership and generational wealth for people of color;

WHEREAS, the practice of inserting racial covenants into legal documents is morally repugnant, immoral, and has no basis in law, having been declared unenforceable under the 14th Amendment to the Constitution of the United States in 1948 by the U.S. Supreme Court in *Shelley v. Kraemer*, 334 U.S. 1 (1948);

WHEREAS, the Supreme Court's 1948 decision in *Shelley v. Kraemer* has been reaffirmed through legislation at the federal level via the Fair Housing Act of 1968 and at the state level via the 2023 Wisconsin ACT 210 [59.43 (9) (d) and 710.25]; and

WHEREAS, the 2023 Wisconsin ACT declared discriminatory restrictions and racial covenants in legal documents that affect real property void and unenforceable, and allows an owner of real property to discharge and release such a discriminatory restriction.

NOW, THEREFORE, BE IT RESOLVED the Village Board of the Village of McFarland repudiates racial and discriminatory covenants as enduring signs of embedded and systemic racism and other discrimination in our community, and commits itself to continuing to redress the harmful legacy of these covenants in our community.

BE IT FURTHER RESOLVED that the Village Board of the Village of McFarland encourages owners of real property within Dane County with land records that still contain these restrictive covenants to take action to discharge and release these racist and discriminatory restrictions on the property according to the provisions of the aforementioned Wisconsin law and further directs Village Staff to contact effected property owners to notify them of the means to do so.

Adopted at a regular meeting of the Village Board this 24th day of February, 2026.

APPROVED:

 Stephanie Brassington
 Village President

ATTEST:

 Cassandra Suettinger
 Deputy Administrator/Clerk

RESOLUTION 2026 – 03	
MOTION	SECOND
ACTION	DATE
Adopted	
Referred	
Tabled	
Withdrawn	
Defeated	
Published	
INDIVIDUAL VOTING RECORD	
Annen –	Boyd –
Brassington –	Fessler –
Leamy –	Peña –
Prill –	
VOTING RESULTS	
Motion Carried	
Motion Defeated:	

garages to be built not nearer than ten feet from the easterly boundary line hereof and any poultry house erected hereon shall be built not nearer than a hundred and fifty feet from the center line of said public highway.

These premises shall not be sold, to or occupied by any member or descendant of the African race.

These restrictions may be amended, changed, or nullified at any time upon the written recordable consent of all the owners of the described premises and the immediately adjoining property owners on the


VILLAGE OF
McFarland
SUMMARY SHEET

MEETING DATE: Monday, February 16, 2026

SECTION: Business

DEPARTMENT: Administration

CONTACT: Matt Schuenke, Village Administrator

AGENDA ITEM: Discussion regarding position planning related to resources for DEI Staffing.

PREVIOUS ACTION:

None.

ISSUE SUMMARY:

The position of DEI Strategist for the Village is currently vacant. When a position becomes vacant, it is common to review various aspects of the position to consider changes where applicable before filling it. This is so the person to be hired understands the work they will be doing as well as we are clear what we are advertising for. The Village President made a referral to request the Committee of the Whole (made up of Village Board members) to review the position and then ask the DEI Committee as well as Personnel Committee for their feedback in the form of a recommendation before deciding on any changes in order to move forward on filling the vacancy.

A link to the referral as background to the review [can be found by clicking here](#). The Committee of the Whole will be meeting at 5:30 pm on Tuesday, February 24th. If they complete their work in that meeting or sometime prior to the next DEI Committee meeting then that could be a topic for the next meeting.

FINANCIAL/BUDGET IMPACT:

None.

VILLAGE PLAN REFERENCE:

None.

ORDINANCE REFERENCE:

None.

BOARD, COMMISSION OR COMMITTEE RECOMMENDATION:

No action needed on this item. Presented as an update.

ATTACHMENTS:

None



McFarland
SUMMARY SHEET

MEETING DATE: Monday, February 16, 2026

SECTION: Business

DEPARTMENT: Administration

CONTACT: Matt Schuenke, Village Administrator

AGENDA ITEM: Update and discussion regarding engagement with McFarland High School.

PREVIOUS ACTION:

The DEI Committee discussed the general approach to engagement with the high school at its meeting on December 15, 2025.

ISSUE SUMMARY:

At our last meeting, we talked about engagement with students at the High School. The initial plan was for Staff to meet with Students and then plan some sort of engagement in the Spring where the Committee could go to them to meet. We are still on track to do so and this agenda item is presented as an update as well as discussion about future engagement.

On Thursday, February 19th, Chair Peña and Administrator will meet with students from various groups that have formed an equity coalition. The plan is simply to introduce ourselves, work that we do, and how we operate to setup the next engagement. Following this meeting, the High School is hosting the 4th Annual Youth Unity Summit from 9:00 am to 2:00 pm (flier enclosed). All are welcome to click the link to sign up for the event. Finally in April, we are looking to see what an engagement between the Committee and Students could look like through their annual equity picnic. More details to come on this and we wanted to discuss our progress to date to keep working on these connections.

FINANCIAL/BUDGET IMPACT:

None.

VILLAGE PLAN REFERENCE:

None.

ORDINANCE REFERENCE:

None.

BOARD, COMMISSION OR COMMITTEE RECOMMENDATION:

No action needed, presented as an update.

ATTACHMENTS:

1. 2026 Youth Unity Summit Info Poster

JOIN US FOR THE 4TH ANNUAL YOUTH UNITY SUMMIT



Scan me!

Registration Details:

Scan the QR Code to secure your spot or
CLICK HERE to register!

For questions, contact us at
info@united-against-hate.org



Ready to connect with other student leaders and help build a stronger sense of belonging at your school? The Youth Unity Summit is a chance to share ideas, learn from each other, and take small steps that make a big difference. We'd love to have you join us and feel free to invite a friend! *We'd also especially like to welcome SRO officers and school administrators.* You'll have your own breakout session to talk about the unique ways you can support student belonging!

CALLING ALL STUDENT LEADERS, SCHOOL ADVISERS, AND SRO PERSONNEL!

What's in store:

- **Dynamic Keynote Speaker:** Kick off the day with an energizing keynote that will spark ideas and inspire meaningful conversations.
- **Breakout Sessions:** Join smaller groups to explore important topics, learn new strategies, and hear different perspectives from students across districts.
- **Small Group Reflection & Action Planning:** Wrap up the day by creating a plan you can bring back to your school to help strengthen belonging in your community.

SMALL SCHOOL
SUMMIT

DODGEVILLE

912 W CHAPEL ST
DODGEVILLE, WI 53533

WEDNESDAY, FEB. 25TH

9:00 AM - 2:00 PM

LARGE SCHOOL
SUMMIT

MCFARLAND

5103 FARWELL ST.
MCFARLAND, WI 53558

THURSDAY, FEB. 26TH

9:00 AM - 2:00 PM


VILLAGE OF
McFarland
SUMMARY SHEET

MEETING DATE: Monday, February 16, 2026

SECTION: Business

DEPARTMENT: Administration

CONTACT: Matt Schuenke, Village Administrator

AGENDA ITEM: Discussion regarding event planning and education/awareness updates.

PREVIOUS ACTION:

Education and Awareness Campaigns were approved by the DEI Committee on December 15, 2025.

ISSUE SUMMARY:

Enclosed is the memorandum outlining the first six months of Education and Awareness for 2026. We are currently working through this even with vacancies in both the Communications Manager and DEI Strategist positions. Staff will provide an update and discuss any possible adjustments we may need to make due to the availability of resources.

FINANCIAL/BUDGET IMPACT:

None.

VILLAGE PLAN REFERENCE:

None.

ORDINANCE REFERENCE:

None.

BOARD, COMMISSION OR COMMITTEE RECOMMENDATION:


No action needed, presented as an update.

ATTACHMENTS:

1. 2026 Education and Awareness Jan-Jun Memo 12112025 mgs

Memorandum

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

From: Matthew G. Schuenke, Village Administrator 

Cc: Krystal Johnson, DEI Strategist

Date: December 11, 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 developed this work for the first six months of 2026 to help guide staff on areas to recognize. 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:

- 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

Please note the following based on our discussion to date:

Campaign	Month	Timing	Recognition	Notes
Crossing Guard Appreciation Week	01-Jan	Week	General	The Dept will prepare a proclamation and current Crossing Guards invited.
Black History Month	02-Feb	Month	General	Similar recognition as 2025.
Lunar New Year	02-Feb	Day	General	<i>NEW...</i> February 17, 2026
World Day of Social Justice	02-Feb	Day	General	<i>NEW...</i> February 20, 2026
Social Work Month	03-Mar	Month	General	The Dept will address this at their discretion.
Women's History Month	03-Mar	Month	General	Similar recognition as 2025.
World Down Syndrome Day	03-Mar	Day	General	<i>NEW...</i> March 21, 2026
Transgender Day of Visibility	03-Mar	Day	General	<i>NEW...</i> March 31, 2026
Arbor Day	04-Apr	Day	Event	April 24, 2026 (Fri)
Autism Acceptance Week	04-Apr	Week	General	Mar 23-29, day is on Apr 3
Earth Day	04-Apr	Day	General	April 22, 2026 (Wed)
Community Service Day	04-Apr	Day	Participation	April 25, 2026 (Sat)
Mental Health Month	05-May	Month	General	
Asian American Month	05-May	Month	General	
World Day of Cultural Diversity	05-May	Day	Event, Participation	Planning conducted through Equity in Events.
Pride Month	06-Jun	Month	General, Event	Flag Raising (Jun 3)
Juneteenth	06-Jun	Day	Participation, Financial	June 19, 2026 (Fri)
World Refugee Day	06-Jun	Day	General	June 20, 2026 (Sat)

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.

Implementation

Following acceptance by the Committee to set the various areas to recognize, Village Staff will then carry out implementation. The DEI Strategist with the Administrator will work with all involved to conduct the following:

- Establish Deadlines;
- Figure out information needed;
- Identify information gaps; and
- Determine assignment to carry out the work.

Determination on the education and awareness campaigns for July through December will take place in the Spring of 2026 in line with the transition into the new board year.


VILLAGE OF
McFarland
SUMMARY SHEET

MEETING DATE: Monday, February 16, 2026

SECTION: Business

DEPARTMENT: Administration

CONTACT: Krystal Johnson, Inactive

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