

AD HOC DIVERSITY, EQUITY AND INCLUSION COMMITTEE

Wednesday, June 23, 2021

5:30 P.M.

Due to the COVID-19 pandemic, this meeting will take place virtually via Zoom. Please join the meeting from your computer, tablet or smartphone by visiting

<https://zoom.us/j/91531418276?pwd=ZDNNGSjFveW5ibGtHajhGLzd1b0NtZz09>

You can also participate via phone by dialing 1 312 626 6799 and use Meeting ID: 915 3141 8276#.

When asked for your Participant ID, just press # when asked for the Passcode enter 221.

You may also choose to participate by providing public comment prior to the meeting via email to Village Clerk Lisa Kalata: ikalata@village.cottage-grove.wi.us

1. Call To Order. Meeting called to order at 5:31 p.m. Members present were Chair Sarah Valencia, Melissa Ratcliff, Andrew Litt, Justin Neal, Trista Taylor, and Matt Giese.
2. Determination Of Quorum And That The Agenda Was Properly Posted
3. PUBLIC APPEARANCES-Public's Opportunity To Speak About Any Subject That Is Not A Specific Agenda Item. **None.**
4. Discuss And Consider Minutes From The May 26, 2021 Meeting. **Motion to approve the Minutes by Ratcliff, second by Litt. Motion approved 6-0-0.**
5. DEI Efforts At Monona Grove School District. **Presentation by Justin Neal regarding the Monona Grove School District's Parent Equity Council which is in its 3rd year and is the Chair of the Council. www.mononagrove.org/family/equity.cfm The Council includes parents with a student of color in the district or of a marginalized student such as from the LGBTQ community. The Council also includes Shelby Steele, the Equity Coordinator, and Superintendent Dan Olson. There is an email address, equity@mgschools.net, that allows anyone to send the Parent Equity Council an email to look into possible concerns or ideas regarding equity at the school. Lastly, the Parent Equity Council and Forever Friends are looking at outreach opportunities and activities for students and others both in Cottage Grove, Monona, and the Monona Grove School District schools.**
6. Review Of Holiday Observance For Village Staff And Public Meetings. **Discussion regarding the Village's current holiday observance policy that includes the following holidays: New Year's Day, Friday before Easter, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, Day after Thanksgiving, Christmas Eve Day, Christmas Day, Two Personal Days**
There was discussion regarding removing the Friday before Easter and instead including Martin Luther King Jr. Day and/or Juneteenth, changing "Personal days" to "floating holidays", or not specifying holidays and just providing 10 floating holidays and providing a list to employees of the days the Village is closed for holidays.
Further discussion will occur at the next DEI committee.
7. Discuss Additional Work On A Vision Statement. **This was not discussed and would be included at the next DEI committee meeting.**

8. Discuss And Consider Website Resources To Post On Village Website. Motion by Taylor to post the article "A Guide to Gender Identity Terms" to the Village's DEI webpage, second by Valencia. Motion approved 6-0-0.
9. Future Agenda Items. Continued discussion on holiday observance for village staff and public meetings, Vision Statement, presentations as discussed at the first meeting.
10. Adjournment. Motion to adjourn by Valencia, second by Litt. Motion passed 6-0-0. Meeting adjourned at 6:32 p.m.