

Objectives:

1. Review and provide feedback on Village practices, policies, procedures, objectives and goals as related to diversity, equity, and inclusion.

Actions:

- Adopt DEI Lens
- Utilize lens to review key Village policies, practices, and procedures. This review may include:
 1. Holiday observances for personnel and public meetings
 2. Personnel practices – including job descriptions, hiring and recruitment, and DEI training.
 3. Select police policies
 4. Select ordinances
 5. Comprehensive Plan – review jointly with Housing Task Force
- Demonstrate use of DEI lens to other committees and the Board.

2. Identify ways to encourage all elected officials, citizen appointees, staff, and community members to learn about diversity, equity and inclusion.

Actions:

- Identify/Create training opportunities
- Create website with DEI resources

3. Promote the engagement of all voices of the community.

Actions:

- Invite speakers to committee meetings over next few months.
 - Lt. Wagner re: Cottage Grove demographics
 - Monona Grove School District Administration re: DEI efforts
 - Monona Grove School District Black Student Union
 - Dane County Office of Equity and Inclusion
 - Monona Grove School District Gender Sexuality Alliance
 - Nehemiah Center
 - Dane County Immigration Affairs Office

4. Identify initiatives for how the Village can work towards demonstrating and reflecting these values within our community.

Actions:

- Incorporate DEI into Mission/Vision
- Provide guidance to the Village Board regarding proposed resolutions as related to DEI