

THE CORPORATION OF THE MUNICIPALITY OF MISSISSIPPI MILLS

STAFF REPORT

DATE: May 4, 2021

TO: Committee of the Whole

FROM: Ken T. Kelly, Chief Administrative Officer

SUBJECT: Supporting Inclusion Awareness in Mississippi Mills

RECOMMENDATION:

THAT Committee of the Whole recommends to Council to support inclusion awareness and the two-spirited, lesbian, gay, bisexual, transgender, queer (2SLGBTQ+) communities in Mississippi Mills by implementing the following initiatives in addition to proclaiming “June is PRIDE month”:

- **Work with PRIDE Mississippi Mills to identify suitable locations for the installation of at least one Progress Flag crosswalk with as many as three;**
- **Display the PRIDE banner at the Almonte Old Town Hall during the month of June; and**
- **Council and Senior Staff participate in inclusive awareness sessions facilitated by PRIDE Mississippi Mills.**

BACKGROUND:

In 2020, Council declared its first “June is PRIDE month” proclamation and has considered this again for 2021. On May 4, 2021 Council received a delegation from PRIDE Mississippi Mills with regards to the history, origin and purpose of the “June is PRIDE month” recognition and celebration.

The members of our community that identify as two-spirited, lesbian, gay, bisexual, transgender, queer (2SLGBTQ+) request that other initiatives to support awareness be considered by Council such as installing Progress Flag crosswalks, displaying the PRIDE rainbow flag and participation in awareness training by Council and staff.

The Progress Flag crosswalks that have been proposed will require some detailed planning. For instance, there are limited opportunities for crosswalks in Ramsay and Pakenham wards. When considering the implementation in Almonte ward we will need to maintain the integrity of the purpose of the crosswalk and ensure that safety is not

impacted. Staff will work with the PRIDE Mississippi Mills members to balance awareness with the installation in safe locations.

The PRIDE banner was displayed at the Almonte Old Town Hall in 2020. Staff and PRIDE Mississippi Mills members have discussed the Flag Policy of the municipality and its impact on flying flags at the Almonte Old Town Hall (AOTH). There is only one flagpole on the roofline of the building and the policy states that “other” flags will be flown on a fourth pole. No municipal facility currently has four flag poles installed. The hierarchy for flags is Canada Flag, Provincial Flag, Municipal Flag and then other flags. While there is a need to review the flag policy there is insufficient time to make changes to the policy as well as procure and install options for June of this year. Last year the PRIDE flag was flown as a banner on the front of the AOTH. This option showed prominence but also removed the opportunity for interference with the display and deterred actions such as those that happened at the Textile Museum. Members of PRIDE have indicated that they would appreciate a similar option this year and in future.

Finally, inclusive awareness training is one option that will ensure that Council and Staff have the necessary information available to them to consider and evaluate municipal business through a framework of inclusiveness. Many residents of Mississippi Mills identify as sessions two-spirited, lesbian, gay, bisexual, transgender, queer (2SLGBTQ+) and members of Council and Senior Staff should be cognizant of the impacts of decision making and service delivery when it is not inclusive. Through participation in inclusive awareness sessions, we can ensure that the Municipality is making its best efforts to understand inclusion and make progress towards a more inclusive community. PRIDE Mississippi Mills has recommended an experienced awareness facilitator that resides in our community and has experience in providing similar awareness sessions to other levels of government.

FINANCIAL IMPLICATIONS:

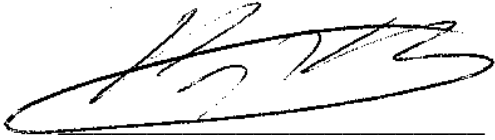
There are no financial implications to display the PRIDE banner or the proclamation. The inclusive awareness sessions have a cost of \$600 to amend the program for Council and Senior Staff as well as delivery of the program in two (2) sessions.

The cost to install the rainbow crosswalk will be provided to Council at a later date.

SUMMARY:

Members of our community that identify as two-spirited, lesbian, gay, bisexual, transgender, queer (2SLGBTQ+) would appreciate the initiatives as a sign of support and change. The delegation and letter of request have been received requesting the Council consider implementing these initiatives.

Respectfully submitted by,

A handwritten signature in black ink, appearing to be 'Ken T. Kelly', written over a horizontal line.

Ken T. Kelly,
Chief Administrative Officer

ATTACHMENTS:

1. PRIDE MM Letter to Mayor Lowry 2021
2. PRIDE MM Proclamation 2021
3. PROUD Crosswalk Proposal
4. Awareness Session with Council Proposal