



CONSIDERATION OF A DISABILITY PRIDE MONTH FLAG TO BE ADDED TO THE COMMEMORATIVE FLAG SCHEDULE

General Services

February 27, 2024

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BACKGROUND

1. On January 17, 2023, the City Council adopted a Flag Policy, which established guidelines for commemorative flags.
 1. In January of each year, Council will consider the display of commemorative flags for the upcoming year.
 2. In addition to annual consideration, a Councilmember may at any time during the year, suggest the display of additional flags meeting the criteria of the Policy.



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BACKGROUND

1. On June 6, 2023, the City Council adopted Resolution 23996 authorizing the display of commemorative flags:
 1. Holocaust Remembrance Day (January 27 only)
 2. Black History Month (February, entire month)
 3. Women's Suffrage Victory Flag (March, entire month)
 4. LGBTQ Pride Month (June, entire month except for June 19)
 5. Juneteenth (June 19 only)



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BACKGROUND

1. On January 16, 2024, the City Council discussed the commemorative flag schedule for the upcoming year (**two-step process**):
 1. Step 1: Approved the following flag schedule: Holocaust Remembrance Day, Black History Month, Women's Suffrage Victory Flag, LGBTQ Pride Month, and Juneteenth.
 2. Step 2: Directed staff to return with a resolution, which is on the City Council consent agenda for **February 27, 2024**.



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COMMEMORATIVE FLAG REQUEST

1. On January 23, 2024, Ward 4 Councilmember Conder requested an agenda item to bring forward a commemorative flag for **Developmental Disabilities Awareness Month**.
2. Developmental Disabilities Awareness Month (March) seeks to raise awareness about the inclusion of people with developmental disabilities in all facets of community life.



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COMMEMORATIVE FLAG REQUEST

1. While there is no established commemorative flag for Developmental Disabilities Awareness Month, there is a commemorative flag for disabilities of all types, including cognitive and intellectual disabilities.
2. **Disability Pride Month** recognizes disabilities of all types: physical, cognitive and intellectual, psychiatric, sensory, invisible and/or undiagnosed.



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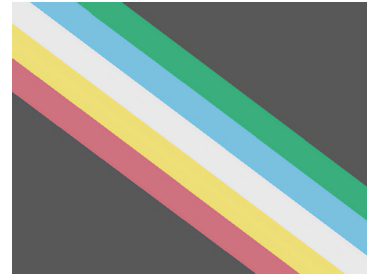
DISABILITY PRIDE MONTH

Month of July

The colors symbolize:

1. Red: physical disabilities
2. Gold: cognitive and intellectual disabilities
3. White: non-visible and undiagnosed disabilities
4. Blue: psychiatric disabilities
5. Green: sensory disabilities
6. Black: Mourns disabled persons who have died due to negligence, suicide, illness

Disability Pride Flag



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STRATEGIC PLAN ALIGNMENT

Strategic Priority 5 – High Performing Government

Goal 5.5 – Foster a culture of safety, well-being, resilience, sustainability, diversity and inclusion across the City organization

Cross Cutting Threads



Community Trust



Fiscal Responsibility



Sustainability & Resiliency



Equity



Innovation



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RECOMMENDATIONS

That the City Council:

1. Approve the addition of the Disability Pride Month flag to the commemorative flag schedule; and
2. Direct staff to return to a subsequent City Council meeting with a resolution supporting the City's display of the Disability Pride Flag during the month of July.



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