

City of Arts & Innovation

City Council Memorandum

TO: HONORABLE MAYOR AND CITY COUNCIL DATE: APRIL 9, 2024

FROM: GENERAL SERVICES DEPARTMENT WARDS: ALL

SUBJECT: ADOPT A RESOLUTION AUTHORIZING DISPLAY OF DISABILITY PRIDE MONTH FLAG DURING THE MONTH OF JULY

ISSUES:

Adopt a resolution authorizing the display of the Disability Pride Month flag during the month of July at City Hall and potentially other City facilities.

RECOMMENDATIONS:

That the City Council adopt a resolution authorizing the display of the Disability Pride Month flag during the month of July at City Hall and potentially other City facilities.

BACKGROUND:

On January 17, 2023, the City Council adopted a resolution establishing the City of Riverside Flag Policy, which provides a set of guidelines to ensure the uniform handling and display of flags at City facilities. In addition, the adopted Flag Policy sets forth guidelines for the display of commemorative flags. A commemorative flag under this policy means a flag that identifies a specific date, historical event, cause, or group of people, whereby the City honors or commemorates the date, event, cause, or people by flying the flag. At this same meeting, the City Council requested that staff solicit input from the Human Relations Commission regarding developing a schedule for display of commemorative flags at City facilities.

The flag policy adopted in January 2023, detailed how commemorative flags are selected, and specifically if a “third party” may request a flag, in which case the policy includes the following:

1. The City will not display a commemorative flag based on a request of a third party or to sponsor the expression from a third party.
2. In January of each year, the City Council will consider the display of commemorative flags for the upcoming year.
3. In addition to the annual consideration, a **Council Member may, at any time during the year**, suggest the display of additional flags meeting the criteria of this policy. Consideration would be by a two-step process where on an agenda the Council considers the request, and if supported by a motion approved by a majority of the Councilmembers,

staff would return with a formal resolution authorizing display of a commemorative flag. A majority of the City Council must vote affirmatively for said resolution.

On June 6, 2023, by a majority vote the City Council adopted Resolution 23996 authorizing the display of commemorative flags at City Hall and where possible at other City facilities, as follows:

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)

On January 16, 2024, by a majority vote the City Council approved the commemorative flag schedule for the upcoming year consisting of Holocaust Remembrance Day, Black History Month, Women's Suffrage Victory Flag, LGBTQ Pride Month and Juneteenth. At this same meeting, staff were directed to return to City Council with a resolution supporting the City's display of the flags chosen.

On January 23, 2024, Ward 4 Councilmember Conder requested an agenda item be brought forward for a commemorative flag for Developmental Disabilities Awareness Month, in accordance with the process for consideration of new flags under the City's flag policy.

On January 31, 2024, staff solicited input from the Human Relations Commission on how to recognize groups and causes which do not have established commemorative flags. At this meeting, the Human Relations Committee also expressed support for adding Developmental Disabilities Awareness Month to the commemorative flag schedule; however, there is no commemorative flag for this specific cause.

On February 27, 2024, by a majority vote the City Council adopted a resolution authorizing the commemorative flag schedule for the upcoming year, consisting of Holocaust Remembrance Day, Black History Month, Women's Suffrage Victory Flag, LGBTQ Pride Month and Juneteenth. At this same meeting, by a majority vote, the City Council approved display of the Disability Pride Month flag during the month of July and directed staff to return to Council with a resolution supporting the City's display of this flag.

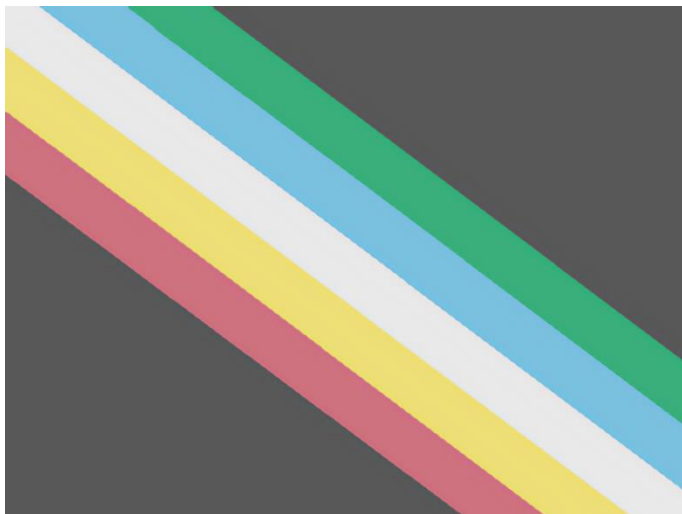
DISCUSSION:

Disability Pride Month is recognized in July, and celebrates people with disabilities, their identities, their culture, and contributions to society. Designed by Ann Magill, her inspiration came from attending an event for the 20th anniversary of the Americans with Disabilities Act. The flag aims to convey that there is nothing wrong with having a disability and encourages pride in one's identity. The Disability Pride Month flag's parallel stripes stand for intracommunal solidarity. The colors on the flag symbolize various disability experiences. The black background mourns disabled people who have died due to negligence, suicide, illness, and eugenics. The stripes colors represent disability types:

- Red: physical disabilities
- Gold: cognitive and intellectual disabilities
- White: non-visible and undiagnosed disabilities
- Blue: psychiatric disabilities

- Green: sensory disabilities

An image of the Disability Pride Month Flag is provided below.



The Disability Pride Month flag serves as a powerful emblem of acceptance, resilience, and celebration within the disability community, and a reminder to honor and appreciate the diverse contributions of people with disabilities.

Commemorative Flag Resolution

As set forth in the Flag Policy, consideration of commemorative flags is a two-step process. The first step occurred on February 27, 2024, when by a majority vote the City Council approved the display of the Disability Pride Month flag during the month of July. The second step requires that the City Council adopt a resolution supporting the display of this flag.

STRATEGIC PLAN ALIGNMENT:

Commemorative flags support Strategic Priority 5 – High Performing Government, and Goal 5.5, Foster a culture of safety, well-being, resilience, sustainability, diversity and inclusion across the City organization.

Commemorative flags align with *EACH* of the five Cross-Cutting Threads in the Envision Riverside 2025, as follows:

1. **Community Trust** – In accordance with the City of Riverside Flag Policy, which was reviewed publicly at three meetings of the Inclusiveness, Community Engagement & Governmental Processes Committee prior to being adopted by the City Council, the resolution adding the **Disability Pride Month** flag to the commemorative flags schedule for the upcoming year is agendaized for Council review, furthering public transparency.
2. **Equity** – Commemorative flags promote equity and representation for diverse groups of people and historical events, consistent with the City’s adopted vision, mission and strategic priorities.
3. **Fiscal Responsibility** – Any commemorative flags purchased as a result of Council action will be procured in accordance with City purchasing policy.

4. **Innovation** – Commemorative flags provide an innovative way to promote diversity and inclusion by recognizing specific groups or causes consistent with the City’s adopted vision, mission and strategic priorities.

5. **Sustainability & Resiliency** – Commemorative flags promote social sustainability, as an integral component of sustainability is the ability to embrace diverse communities.

FISCAL IMPACT:

The total fiscal impact is estimated to be under \$100. If approved by the City Council, the General Services Department budget will absorb the costs to purchase the Disability Pride Month Flag.

Prepared by:	Shari Call, Deputy General Services Director
Approved by:	Carl Carey, General Services Director
Certified as to availability of funds:	Kristie Thomas, Finance Director/Assistant Chief Financial Officer
Approved by:	Edward Enriquez, Assistant City Manager/Chief Financial Officer/ Treasurer
Approved as to form:	Phaedra A. Norton, City Attorney
Attachment:	Resolution