



The Corporation of the City of Stratford
Finance and Labour Relations Sub-committee
Open Session
AGENDA

Date: Tuesday, April 21, 2026
Time: 4:30 P.M.
Location: Council Chamber, City Hall
Sub-committee Present: Councillor McCabe - Vice Chair Presiding, Councillor Beatty, Councillor Burbach, Councillor Nijjar
Staff Present: Karmen Krueger - Director of Corporate Services, Audrey Pascual - Deputy Clerk, Connor Occleston - Acting Chief Building Official, Miranda Franken - Council Clerk Secretary

If unable to attend the meeting in person, the Sub-committee meeting can be watched live. A video recording of the meeting will also be available through a link on the City's website following the meeting.

Pages

1. Call to Order

The Vice Chair to call the meeting to Order.

Councillor Hunter has provided regrets for this meeting.

Land Acknowledgment

Moment of Silent Reflection

Respectful Conduct Statement

2. Disclosure of Pecuniary Interest and the General Nature Thereof

The *Municipal Conflict of Interest Act* requires any member of Council declaring a pecuniary interest and the general nature thereof, where the interest of a member of Council has not been disclosed by reason of the member's absence

from the meeting, to disclose the interest at the first open meeting attended by the member of Council and otherwise comply with the *Act*.

Name, Item and General Nature of Pecuniary Interest

3. Delegations

3.1 Request for Delegation - Stratford Primary Care and Homecare Symposium

Paul Brown will share a video on the 2025 Stratford Primary Care and Homecare Symposium for the information of Sub-committee.

Motion by

THAT Paul Brown be heard.

3.2 Request for Delegation - Stratford Perth Pride

3 - 9

A.J. Ashley, Director Stratford-Perth Pride, and Tyler Jouwsma, Owner Paws on Patrol Stratford, will be requesting the City of Stratford purchase and display Intersex Inclusive Pride Progress Flags in Stratford on light posts in the downtown core and along Lakeside Drive.

Motion by

THAT A.J. Ashley, Director Stratford-Perth Pride and Tyler Jouwsma, Owner Paws on Patrol Stratford, be heard.

4. Advisory Committee/Outside Board Minutes

There are no Advisory Committee/Outside Board minutes to be provided to Sub-committee.

5. Next Sub-committee Meeting

The next Finance and Labour Relations Sub-committee meeting is May 19, 2026 at 4:30 p.m. in the Council Chamber, City Hall.

6. Adjournment

Meeting Start Time:

Meeting End Time:

Motion by

Sub-committee Decision: THAT the Finance and Labour Relations Sub-committee meeting adjourn.

Proposal for the City of Stratford to Purchase and Display Rainbow Pride Flags

To: Stratford City Council

From: Stratford-Perth Pride

Date: April 2nd 2026

Subject: Proposal for the City of Stratford to Purchase and Display Rainbow Pride Flags in the Downtown Core and Along Lakeside Drive

Purpose

This proposal requests that the **City of Stratford purchase and display Intersex Inclusive Progress Pride Flags** on municipal lightposts throughout the **downtown core** and along **Lakeside Drive** during Pride Month and during the Summer Season. This initiative would demonstrate the City's ongoing commitment to diversity, and inclusion as outlined in **The City of Stratford's Strategic Priorities..**

Background

The **Rainbow Pride Flag** is a globally recognized symbol of diversity, inclusion, and solidarity with the **2SLGBTQIA+** community. Displaying these flags in public spaces communicates that Stratford is a **welcoming, safe, and inclusive community** for all residents, visitors and tourists.

Many municipalities across Ontario—including the town of **St. Mary's**—have incorporated the display of Pride flags as a civic expression of inclusion and support. We are very thankful that for the past years, the City of Stratford has flown a Pride flag during Pride Month, as well as installing a Pride Crosswalk in front of City Hall.

As we look to the future, we want to ensure that our community members, visitors and tourists feel safe and represented in our community. By taking this step, Stratford would join a growing number of municipalities that are visibly aligning municipal practices with principles of equity and belonging.

Alignment with the City of Stratford's Strategic Priorities

This proposal strongly aligns with several **values and guiding principles** within Stratford's Strategic Priorities:

1. Fostering an Inclusive and Welcoming Community

- The Strategic Priorities calls on the City to create environments that reflect and celebrate Stratford's diversity.
- Installing Rainbow Pride Flags on City-owned flagpoles is a visible demonstration of Stratford's dedication to inclusion and respect.

2. Representation and Belonging

- Visibility matters. The Pride flag represents a tangible signal of belonging to 2SLGBTQIA+ residents, visitors, and employees of the City.
- It reinforces the City's stance that everyone is valued and accepted, regardless of gender identity or sexual orientation.

3. Working Together for Greater Impact

- The Strategic Plan emphasizes the importance of ensuring that public spaces are inclusive and welcoming.
- The display of Pride flags along key public corridors achieves this by integrating inclusion into the daily fabric of community life.

Proposal Details

Flag Locations

- **Downtown Core:** Flagpoles currently not being used for other purpose, along Ontario Street between Queen St and St Andrew St, Downie Street between Octario and St. Patrick St., Market Place between Wellington St. and Downie Street, and Wellington Street between Downie St and St. Patrick Street.
- **Lakeside Drive:** Flagpoles along the waterfront and near the Festival Theatre and public parks.

Display Period

- Annually during **Pride Month (June)**, including surrounding months installing the flags in early May and remove them at the end of summer (after labour day) with the possibility of longer with consideration for additional observances such as:
 - **Transgender Awareness Week (November)**
 - **International Day Against Homophobia, Biphobia and Transphobia (May 17)**
 - **October is LGBTQ+ History Month**

Flag Design

- The City would purchase Intersex **Inclusive Progress Pride Flags**, which incorporate inclusive colors representing the diversity of the 2SLGBTQIA+ community, including Black, Indigenous, and trans individuals.







Implementation Plan

1. Procurement:

- The City will purchase high-quality, weather-resistant Progress Pride Flags through a local provider.
- Estimated cost per flag: **\$75–\$100**, depending on size and quantity ordered.

2. Installation and Maintenance:

- Installation and removal would be coordinated by the **City's Public Works Department**.

- Flags would be stored and reused annually as part of the City's official inventory.
3. **Communications:**
- The initiative can be announced through City channels and social media, highlighting Stratford's commitment to its inclusion, diversity and its partnership with community organizations such as **Stratford-Perth Pride**
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Financial Implications

- **Estimated Cost:**
 - Purchase of 80 Pride Flags: **\$6,000 - \$6,500**
 - Installation and removal (staff time): **In-kind, using existing resources**

This modest investment delivers significant community impact and aligns with the City's existing DEI budget priorities.

Expected Outcomes

- Increased visibility and inclusion for 2SLGBTQIA+ residents, employees, and visitors.
 - Enhanced public alignment with Stratford's **Strategic Plan** for Belonging and Inclusion.
 - Strengthened image of Stratford as a **progressive, welcoming community** that values diversity and human rights.
 - Promotion of civic pride and belonging throughout the community.
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Conclusion

By purchasing and displaying Rainbow Pride Flags on municipal lampposts throughout the downtown core and along Lakeside Drive, the City of Stratford would take a visible and meaningful step toward achieving the goals outlined in its **Strategic Priorities**. This will also create a more welcoming environment for local members of the 2SLGBTQIA+ community as well as visitors and tourists coming to the area.

This initiative demonstrates Stratford's commitment to ensuring that all people—regardless of sexual orientation, gender identity, or expression—feel welcome, safe, and valued in our community.

Respectfully submitted,

A.J. Ashley (he/him)
Executive Director, Stratford-Perth Pride
stratfordperthpride@gmail.com

Tyler Jouwsma (he/him)
Owner, Paws on Patrol Stratford
pawsonpatrolstratford@gmail.com