

Ceremonial Flag Display

JULY 11, 2023

Background

December 20, 2022- Council directed staff to research and develop recommendations for ceremonial flag displays

January 10, 2023- Council discussed an additional flag related referral and reaffirmed request for staff recommendations regarding ceremonial flag displays

February 21, 2023- Council approved several procedural aspects of a ceremonial flag display procedure and directed staff to develop a ceremonial flag procedure that:

- (1) Allows Council to adopt an annual calendar of **five** Ceremonial Flag Displays
- (2) Includes a process to **schedule** different events
- (3) Establishes a **criteria** for selecting ceremonial flags for display

Proposed Observance Selection Criteria

Staff researched options and recommends a ceremonial flag display selection criteria:

- Observance (or heritage month) is State of California and/or Federally recognized
- Observance is *not* explicitly related to a religious holiday or specific individual
- Observance *is* associated with a flag that can be acquired by the City to be displayed on the City's standard flagpole
- Observance's ceremonial flag can be displayed for no less than five days and no more than 31 days
- Observance is aligned with the City of Fremont's designation as a compassionate City and is supportive of the goals of diversity, equity, and inclusion
- Observance period will not overlap with conflicting observances in a single calendar year. If there is an overlap in the observance periods, the Council or City Manager will organize the calendar to alternate observances in successive years

Scheduling Option #1- Rotation

This scheduling model would rotate five ceremonial flag observances each year and would advise staff of which five would be honored in each respective calendar year.

<u>Proposed Ceremonial Flag Observance</u>	<u>Dates of Observance</u>	<u>Schedule for Observance</u>
Black History Month	February 1- February 28	Odd Year Observance
Women’s History Month	March 1- March 30	Odd Year Observance
Arab American Heritage Month	April 1- April 30	Even Year Observance
Asian American and Native Hawaiian/Pacific Islander Heritage Month	May 1- May 31	Even Year Observance
Jewish American Heritage Month	May 1- May 31	Odd Year Observance
LGBTQ+ Pride Month	June 1- June 30	Odd Year Observance
Caribbean-American Heritage Month	June 1- June 30	Even Year Observance
Hispanic Heritage Month	September 15- October 15	Odd Year Observance
Disability Employment Awareness Month	October 1- October 31	Even Year Observance
Native American Heritage Month	November 1- November 30	Even Year Observance

Scheduling Option #2- Partial Rotation

This scheduling model would include annual ceremonial flag observance of Black History Month and LGBTQ+ Pride Month while rotating observances through the remaining three authorized ceremonial flag observance months.

<u>Proposed Ceremonial Flag Observance</u>	<u>Dates of Observance</u>	<u>Schedule for Observance</u>
Black History Month	February 1- February 28	Annual Observance
Women’s History Month	March 1- March 30	Biennial Rotation
Arab American Heritage Month	April 1- April 30	Biennial Rotation
Asian American and Native Hawaiian/Pacific Islander Heritage Month	May 1- May 31	Biennial Rotation
Jewish American Heritage Month	May 1- May 31	Biennial Rotation
LGBTQ+ Pride Month	June 1- June 30	Annual Observance
Hispanic Heritage Month	September 15- October 15	Biennial Rotation
Disability Employment Awareness Month	October 1- October 31	Biennial Rotation
Native American Heritage Month	November 1- November 30	Biennial Rotation

Staff Recommendation Summary

Receive staff report and provide direction to staff to establish a calendar of ceremonial flag observances using one of staff's proposed options (or via other direction not contemplated by staff):

1. Adopt a comprehensive ceremonial flag display calendar that **rotates five ceremonial flag observances each year** and would advise staff of which five would be honored in each respective calendar year.

Or

2. Adopt a comprehensive ceremonial flag display calendar of five observances that includes **annual ceremonial flag observance of Black History Month and LGBTQ+ Pride Month while rotating observances remaining observances** through the remaining three authorized ceremonial flag observances.