



## City of Westerville Flag Pilot Program

City Manager's Office; Diversity, Equity and Inclusion Division

Staff Manager: Jonathan Bentley, Director, Diversity, Equity and Inclusion

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Beginning in January 2022, the City of Westerville will implement a pilot program for the display of national observance flags on a designated pole at Westerville City Hall (21 S. State St.) Any existing flag or banner policy is hereby replaced with the following process. <sup>1,2</sup> The flags tied to this program shall be related to protected classes in an effort to support and promote diversity, equity and inclusion in our community.

- The City of Westerville Diversity, Equity, and Inclusion Committee <sup>3</sup> will select the official flag that represents an occasion of national observance to recognize each month. For observances where no official flag is designated, there will be no flag on the pole.
- Only the official flag will be installed for the entire month of recognition except in instances as noted below, where there are dual observances in the same month. The City Manager will seek a recommendation from the DEI committee on the period of time for each flag installation in those cases.
- The City of Westerville will purchase and maintain all official observance flags, as well as all necessary mounting equipment.
- Final approval of all flags will come from the Westerville City Manager's Office.
- This policy does not govern Proclamations adopted by Westerville City Council. For information on Proclamations, please contact the Westerville Clerk of Council (614-901-6410) or visit [www.westerville.org/council](http://www.westerville.org/council).
- This policy does not govern the use or accessibility of pole banners in Uptown Westerville, S. State St and Westar Place, which include only seasonal/branding banners and the military banner program twice annually.

### Official Observances

After careful consideration from the DEI committee, the following causes have been identified as flag observances for the 2022 Pilot Program. In addition to the installation of the official flag (if available), the City may acknowledge certain events in the following ways: City of Westerville social media accounts, e-newsletter, online events calendar, recreational programming at Westerville Parks & Recreation or other methods as designated by the City Manager's Office.

This policy is managed by the Director of Diversity, Equity and Inclusion. Public feedback is accepted via email at [DEI@westerville.org](mailto:DEI@westerville.org).

January

<b>Flag Observance</b>	<b>SLAVERY AND HUMAN TRAFFICKING AWARENESS MONTH (no official flag)</b>
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February

<b>Flag Observance</b>	<b>BLACK HISTORY MONTH</b>
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March

<b>Flag Observance</b>	<b>DEVELOPMENTAL DISABILITIES AWARENESS</b>
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April

<b>Flag Observance</b>	<b>CELEBRATE DIVERSITY MONTH</b>
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May

<b>Flag Observance</b>	<b>ALS AWARENESS OLDER AMERICANS MONTH</b>
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June

<b>Flag Observance</b>	<b>PRIDE (LGBTQIAA+)</b>
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July

<b>Flag Observance</b>	<b>INDEPENDENCE DAY (AMERICAN FLAG)</b>
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August

<b>Flag Observance</b>	<b>NATIONAL CIVILITY MONTH (no official flag)</b>
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September

<b>Flag Observance</b>	<b>HISPANIC HERITAGE MONTH</b>
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October

<b>Flag Observance</b>	<b>BREAST CANCER AWARENESS</b>
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November

<b>Flag Observance</b>	<b>NATIONAL NATIVE AMERICAN, AMERICAN INDIAN, AND ALASKAN NATIVE HERITAGE MONTH</b>
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December

<b>Flag Observance</b>	<b>UNIVERSAL HUMAN RIGHTS MONTH <sup>4</sup></b>
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### **1. Discontinued Banner Program**

The banner program, whereby community organizations and groups could reserve space to install a banner at Main and State Sts. in Uptown Westerville, has been discontinued due to safety and installation issues with the buildings and the exterior anchoring system.

**2. Lighting and graphic projections are not within the scope of this policy.** The capability for these added features will be included in the Capital Improvement Plan for the renovation of City Hall South beginning

in 2022. No lighting or projection except for that which is coordinated for special events by a professional contractor (i.e., Holiday Tree Lighting) will be utilized in the pilot year.

3. The **City of Westerville DEI Committee** is composed of staff members who represent various ages, races, ethnicities and sexual orientation. This group meets regularly, and reports directly to the City Manager.

4. **The flag in December will not be installed until after the first Friday night of the month** due to programming in the City Hall Courtyard.