

Item	Notice of Motion re: Hidden Disabilities Sunflower Lanyard Program
Mover	Councillor Kimpson
Secunder	Councillor Roberts

Recommendation

WHEREAS approximately 6 million Canadians aged 15 and over are estimated to have a hidden (or non-visible) disability as reported by Statistics Canada;

AND WHEREAS individuals living with hidden disabilities may face stigma, misunderstanding, and a lack of accommodation in public spaces and workplaces, highlighting the need for empathy awareness, and inclusive practices;

AND WHEREAS organizations like the Hidden Disabilities Sunflower program provide a subtle yet powerful symbol, featuring sunflower icons that allow individuals to indicate they may need a little extra time, understanding, or support;

AND WHEREAS, through the recently adopted Multi-Year Accessibility Plan, the City of Cambridge has made a commitment to identifying, preventing, and removing barriers for people with disabilities, both visible and invisible;

AND WHEREAS advancing accessibility for people with hidden disabilities is consistent with the City’s equity, diversity, inclusion, and accessibility (EDIA) commitments and the principle that equitable services require proactive, inclusive, and trauma-informed approaches;

NOW THEREFORE BE IT RESOLVED THAT as part of ongoing equity and inclusion efforts, staff be directed to develop a framework for the implementation of the Hidden Disabilities

Sunflower program for the City of Cambridge, including standardized documentation, policies, and guidelines to support consistent understanding and application across all City departments, services, and facilities;

AND THAT the framework include mandatory training resources and guidance for staff and volunteers, grounded in principles of equity, accessibility, universal design, and inclusive customer service, as well as a public education and awareness strategy to ensure respectful and meaningful implementation of the program;

AND THAT staff be directed to report back to Council by June 2026 with the proposed framework, implementation timeline, and preliminary cost considerations for a City-Wide Pilot Project in 2026;

AND THAT following initial Pilot Project implementation, staff be directed to report back to Council with options for a sustained city-wide rollout, including a full costing analysis, for consideration as part of the 2027 Operating Budget;

AND THAT staff be directed to develop a complementary sensory-support framework, including standardized guidance and resources for staff and volunteers across City facilities and programs, and report back to Council by June 2026 on implementation options and resource requirements.