

COUNCIL INFORMATION PACKAGE

May 20, 2022

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Date: 05/17/2022 **Internal Memo #: IM22-007(CRS)**

To: Council

Circulated to: Corporate Leadership Team, Senior Management Team

Department: Corporate Services

Division: Clerks

From: Danielle Manton, City Clerk

Subject: Free Menstrual Product Update

Comments

The purpose of this memorandum is to provide information regarding the City of Cambridge's current approach to providing free menstrual products and how it relates to menstrual equity. Throughout this document, the terms menstrual products and period products will be used interchangeably to describe sanitary pads and tampons.

Corporate Alignment

This initiative supports the following objectives:

- Cambridge Connected - Strategic Plan (2020), Enhance equity and inclusion efforts (action item)
- Diversity, Accessibility and Inclusion Action Plan (2018), Goal 1: Creating and improving inclusive programs, services, and facilities

History

On December 2, 2021, City of Cambridge passed the following motion:

THAT Cambridge shall begin providing free menstrual products in its facilities in the first quarter of 2022;

AND THAT staff be directed to install dispensers in all women's and universal washrooms / changerooms in City facilities at a cost of \$18,400;

AND THAT \$4,000 be added to the Facilities operating budget in 2022 for the provision of free menstrual supplies.

Following the motion, Facilities, Communications, and Equity, Diversity, Inclusion, and Accessibility Services collaborated in developing an approach to distributing menstruation products and engaging and educating our staff and community on menstrual equity.

Commitment to Equity and Inclusion

The City of Cambridge is committed to equity and inclusion for all members of our community. Part of this commitment includes exploring ways in which we can improve our services across the spectrum of diversity. For those accessing our facilities and programming, the City provides access to public washrooms. This includes the hygiene products such as soap and toilet paper. As a City, we acknowledge that period products are a basic necessity for those who menstruate.

Research has shown that:

- 1/3 of young Canadians that menstruate can't afford period products.
- 70% of people who menstruate share that they have missed school, work, or social activities because of their period products
- 6 in 10 people who menstruate have had to sacrifice something in their budget to afford period products
(Plan International, "Female and male views on menstruation on Canada", 2019)

Additionally, many people who menstruate can experienced unexpected cycles. If found without a product, those who menstruate face barrier to participating in our programs and services.

By providing free period products within our facilities, the City of Cambridge strives to reduce the shame of period poverty, eliminate barriers to civic engagement, and increase accessibility to programs and services.

Period Product Locations

Beginning on May 31, 2022, the following City facilities will have free period products available to the public:

ALLAN REUTER CENTER	LIONS CAN AMERA PARK - PUBLIC WASHROOM
CAMBRIDGE CITY HALL	MARKET BUILDING
CHURCHILL PARK - SOCCER FIELD WASHROOM	PRESTON MEMORIAL AUDITORIUM
DAVID DURWARD CENTRE AND CAMBRIDGE CENTRE FOR THE ARTS	RIVERBLUFFS PARK WASHROOMS
DICKSON CENTRE	RIVERSIDE PARK - GRANDSTAND
DICKSON PARK WASHROOMS	RIVERSIDE PARK - SPLASHPARK PARK WASHROOM
DUNCAN MCINTOSH COMMUNITY CENTRE & ARENA	RIVERSIDE SKATE BOARD PARK WASHROOM/STORAGE BUILDING
ED NEWLAND POOL	SOPER PARK (N) PUBLIC WASHROOM
FORBES PARK WASHROOMS	SOPER PARK (S) PUBLIC WASHROOM
GALT ARENA GARDENS	VICTORIA PARK (GALT) - PUBLIC WASHROOM
GEORGE HANCOCK POOL	VICTORIA PARK (HESPELER) - PUBLIC WASHROOM
GORDON CHAPLIN PARK - PUBLIC WASHROOM	W.G JOHNSON POOL
LINCOLN PARK - BALL DIAMOND WASHROOM	WILLARD PARK WASHROOMS
LINCOLN PARK - PLAYGROUND WASHROOM	WILLIAM E. PAULTER 50+ REC CENTRE / LANGS COMMUNITY HEALTH CENTRE

Facility staff have been directed to place product dispensers in either a women's or universal washroom within each of the facilities noted above. Washrooms with free period products will display the following graphic outside of the door leading into the space. In addition, a sticker with the same graphic will be displayed on the main entrance door(s) into the facility, illustrating to the public that they will be able to access free period products at that location.



Information will also be shared on the internal staff Equity Resource Page and on the external website on our current approach, including where the public can assess free menstrual products in the community.

We acknowledge that not all women menstruate and not all who menstruate are women. While we are currently providing products within the above-mentioned washrooms, we are working towards providing products within all washrooms in the future.

Providing Products to the Public

The City of Cambridge is committed to promoting a safe, healthy, respectful, and positive environment for all members of the public, volunteers, and staff. As products are not available in all washrooms, some facility users may request a product from a staff member. If a product is requested, staff are to provide the product in a respectful and shame-free manner regardless of the perceived gender or identity of the individual.

Review of Approach

At the time of Council motion, Staff did not have direction information on the anticipated usage and replenishment requirements for period products and endorsement of the program was based on an estimated \$4,000 increase to the operating budget to support the initiative. Replenishment requirements, as well as maintenance/vandalism occurrences will be monitored over the course of the fiscal year and additional increases to the operating budget to support the initiative will be requested through the budget process.

Attachments

Public Infographic & Signage Image

Approvals:

Manager/Supervisor

Deputy City Manager

City Manager



City of Cambridge

WE'VE GOT YOU. PERIOD.

Everyone that menstruates deserves to have equal access to period products.

City of Cambridge council voted to providing free menstrual products in its facilities.

Dispensers are located throughout City of Cambridge washrooms.



Like soap, toilet paper, and water: period products are a need and not a luxury

1/3 of young Canadians that menstruate can't afford period products



70% of people who menstruate share that they have missed school, work, or social activities because of their period products

6 in 10 people who menstruate have had to sacrifice something in their budget to afford period products



Look for this symbol throughout our facilities to find free menstrual products.

Can't find one within your washroom? Ask one of our staff for a free product. **Shame-free!**

For more information visit: [URL needed.](#)

Free menstruation products
available here



**WE'VE
GOT YOU.
PERIOD.**

www.Cambridge.ca



**WE'VE
GOT YOU.
PERIOD.**



May 18, 2022

Federation of Canadian Municipalities (FCM);

Association of Municipalities of Ontario (AMO);

Sent via email: resolutions@fcm.ca ; policy@amo.on.ca

To Whom it may concern:

Please be advised that Brantford City Council at its Special City Council meeting held May 17, 2022 adopted the following:

5.1 Release of all Federal and Provincial Documents Related to the Former Mohawk Institute Residential School

WHEREAS the Truth and Reconciliation Commission Final Report, 2015 confirmed that Residential Schools were part of a coherent policy implemented by the Federal Government to eliminate Indigenous people as distinct Peoples and to assimilate them into Christian society against their will; and

WHEREAS the Deputy Minister of Indian Affairs Duncan Campbell Scott outlined the goals of that policy in 1920, when he told a parliamentary committee that “our object is to continue until there is not a single Indian in Canada that has not been absorbed into the body politic...”; and

WHEREAS the Truth and Reconciliation Commission Final Report, 2015 also confirmed that despite the coercive measures that the government adopted, it failed to achieve its policy goals. Although Indigenous Peoples and cultures have been badly damaged, they continue to exist; and

WHEREAS the former Mohawk Institute Residential School operated from 1831 to 1970 within the boundaries of what is now the City of Brantford; and

WHEREAS Survivors have released statements of missing, murdered, and buried students; and

WHEREAS, to date, the unmarked burials of over 7000 missing Indigenous children have been discovered nation-wide; and

WHEREAS, following the May 2021 announcement by Tk'emlúps te Secwépemc First Nation of locating 215 potential burials of children in unmarked graves at the Kamloops Indian Residential School in British Columbia, the Survivors of the Mohawk Institute,

along with their families and community members called on the Federal and Provincial governments to support a search for the remains of missing children who may have been buried on the Mohawk Institute's grounds and the surrounding area; and

WHEREAS, as of November, 2021, a search, led by the Survivors' Secretariat, of the Mohawk Institute Residential School grounds and over 200 hectares of land associated with the school began; and

WHEREAS Survivors of the Mohawk Institute Residential School are demanding the release of all Federal and Provincial documents related to the former Mohawk Institute Residential School; and

WHEREAS staff of the City of Brantford are currently undertaking a search of City records and archives for any documents, maps, or other relevant information related to the operation of the Mohawk Institute Residential School in order to release this information to the Survivors' Secretariat to aid in the search for truth, justice and healing; and

WHEREAS this Council is committed to working to advance reconciliation and renewed relationships with First Nations; and

WHEREAS the Truth and Reconciliation Commission of Canada issued 94 Calls to Action, thirteen of which are directed at municipal governments;

NOW THEREFORE BE IT RESOLVED:

- A. THAT the Council of The Corporation of the City of Brantford respectfully REQUESTS THE IMMEDIATE RELEASE, to the Survivors' Secretariat, of all documents in the possession of the Government of Canada or the Government of Ontario and the Anglican Church related to the former Mohawk Institute Residential School now located on Six Nations of the Grand River Territory, within the geographic boundaries of the City of Brantford; and
- B. THAT the Clerk BE DIRECTED to send a copy of this resolution to: Prime Minister Justin Trudeau; Premier Doug Ford; Minister of Crown-Indigenous Relations Marc Miller; Minister of Indigenous Services, Patty Hajdu; Minister of Indigenous Affairs, Greg Rickford; Linda Nicholls, Primate of the Anglican Church of Canada; MPP Will Bouma; MP Larry Brock, Mayor David Bailey; Chief Mark Hill; Chief Stacey Laforme; and the Survivors' Secretariat; and
- C. THAT the Clerk BE DIRECTED to send a copy of this resolution to the Federation of Canadian Municipalities (FCM) and the Association of Municipalities Ontario (AMO) for circulation to all municipalities in Ontario with an invitation to adopt a similar resolution, and, specifically, to those located within the Haldimand Tract,

including: Haldimand County; the County of Brant; the City of Cambridge; the City of Kitchener; the City of Waterloo; and the Region of Waterloo.

I trust this information is of assistance.

Yours truly,



Tanya Daniels
City Clerk, tdaniels@brantford.ca

Cc All Ontario Municipalities
Survivors' Secretariat



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May 9, 2022

VIA EMAIL ONLY

The Honorable Doug Ford
Premier of Ontario
Legislative Building
Queen's Park
Toronto, ON M7A 1A1
premier@ontario.ca

Attention: Premier Ford

Re: Funding Support for infrastructure Projects- Bridge and Culvert Replacements in Rural Municipalities

Please be advised that the on May 9. The Council of the Township of East Hawkesbury resolved the following:

Resolution Num: 2022-

That Council for the Township of East Hawkesbury accept for information the April 20, 2022 correspondence from Township of Clearview regarding their letter to Premier Ford for funding support for infrastructure projects, bridge and culvert replacements in rural municipalities; and

That Council support the Township of Clearview May 9, 2022 resolution requesting that Federal and Provincial Governments to provide more funding to rural municipalities to support infrastructure projects related to major bridge and culvert replacements; and

That Council direct that this resolution be forwarded to Ontario municipalities, AMO, Premier of Ontario, Provincial Minister of Finance, Federal Finance Minister and ROMA for support.

Please accept this for your consideration and any necessary action.

Regards,

Hemi Villeneuve
Municipal Clerk

cc:

Hon. Peter Bethenfalvy, Ontario Minister of Finance minister.fin@ontario.ca

Hon. Chrystia Freeland, Federal Minister of Finance chrystia.freeland@fin.gc.ca ROMA roma@roma.on.ca

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All Ontario Municipalities



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CERTIFIED TRUE COPY

Moved by: Councillor Webster

Resolution No.: 2022-118

Seconded by: Councillor Humphries

May 3, 2022

THAT The Township of Horton Council support the Township of Clearview February 7, 2022 resolution requesting that Federal and Provincial Governments to provide more funding to rural municipalities to support infrastructure projects related to major bridge and culvert replacements;

AND FURTHER THAT Council direct that this resolution be forwarded to Ontario municipalities, AMO, Premier of Ontario, Provincial Minister of Finance, Federal Finance Minister and ROMA for support.

X CARRIED



Hope Dillabough, CAO/Clerk