



## Municipality of Mississippi Mills

### SPECIAL COUNCIL AGENDA

Tuesday, June 22, 2021

4:00 p.m.

E-participation

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Pages

- A. CALL TO ORDER
- B. ATTENDANCE
- C. APPROVAL OF AGENDA
- D. DISCLOSURE OF PECUNIARY INTEREST AND GENERAL NATURE THEREOF
- E. CONSIDERATION OF A CLOSED SESSION
  - Recommended Motion:**  
**THAT** Council enter into an in camera session at X:XXpm re: a proposed or pending acquisition or disposition of land by the municipality or local board (Municipal Act s. 239 2(c))
  - E.1. **Sale of Lands**  
A proposed or pending acquisition or disposition of land by the municipality or local board (Municipal Act s. 239 2(c))
  - E.2. **Sale of Lands**  
A proposed or pending acquisition or disposition of land by the municipality or local board (Municipal Act s. 239 2(c))
  - E.3. **Collective Agreement - CUPE 4277 Ratification**  
Labour relations or employee negotiations (Municipal Act s. 239 2(d))
- F. RISE AND REPORT
- G. DELEGATION, DEPUTATIONS, AND PRESENTATIONS
- H. PUBLIC MEETINGS
- I. SPECIAL REPORTS

## **Building and Planning**

- I.1. **Request for Concurrence Telecommunications Tower/ Xplornet Communications** 4 - 7

**Recommended Motion:**

**THAT**, Council authorize staff to provide a letter of concurrence for the proposed location of a 45m tall communications tower at the property known municipally as 900 Ramsay Concession 7A, Carleton Place (ON7942 Galbraith) for Xplornet Communications.

- I.2. **Official Plan Amendment (OPA) No. 22 - Comprehensive Review Area 4** 8 - 13

**Recommended Motion:**

**THAT**, Council inform Lanark County that AREA 4 be withdrawn from Official Plan Amendment No. 22 (Urban Settlement Area Boundary) and the proposed amendment to Schedule A of the Lanark County Sustainable Community Official Plan.

**J. CONSIDERATION OF A CLOSED SESSION AT 6:00PM**

**Recommended Motion:**

**THAT**, Council enter into an incamera session at X:XXpm re: A meeting of a council or local board or of a committee of either of them may be closed to the public if the following conditions are both satisfied:

- J.1. **Sensitivity Training** 14 - 47

(3.1) A meeting of a council or local board or of a committee of either of them may be closed to the public if the following conditions are both satisfied:

1. The meeting is held for the purpose of educating or training the members.
2. At the meeting, no member discusses or otherwise deals with any matter in a way that materially advances the business or decision-making of the council, local board or committee. 2006, c. 32, Sched. A, s. 103 (1).

**K. RISE AND REPORT**

**L. BY-LAWS**

**Recommended Motion:**

**THAT**, By-Laws 21-054 and 21-055 be taken as read, passed, signed and sealed in Open Council.

- L.1. **By-law 21-054 Tax Due Dates** 48

- L.2. **By-Law 21-055 Phase 3 Business Park Agreement with the Eastern Ontario Development Fund** 49 - 50

**M. CONFIRMATORY BY-LAW****Recommended Motion:**

**THAT** By-law 21-056 being a by-law to confirm the proceedings of the Council of the Corporation of the Municipality of Mississippi Mills at its special meeting held on the 22nd day of June 2021, be read, passed, signed and sealed in Open Council this 22nd day of June 2021.

**N. ADJOURNMENT****Recommended Motion:**

**THAT** the meeting be adjourned at x:xx p.m.

# THE CORPORATION OF THE MUNICIPALITY OF MISSISSIPPI MILLS

## STAFF REPORT

**DATE:** June 22, 2021  
**TO:** Council  
**FROM:** Tyler Duval, Planning Consultant  
**SUBJECT:** **Request for Concurrence Telecommunications Tower Telecommunications Review Protocol**  
**OWNER/APPLICANT:** Xplornet Communications

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### RECOMMENDATION:

**That Council authorize staff to provide a letter of concurrence for the proposed location of a 45m tall communications tower at the property known municipally as 900 Ramsay Concession 7A, Carleton Place (ON7942 Galbraith) for Xplornet Communications;**

### BACKGROUND:

Xplornet Communications (“Xplornet”) Inc has publically circulated an application via Innovation, Science and Economic Development (“ISED”) (formerly Industry Canada) for the installation of a 45m communications tower.

In order to finalize the application for permitting approval with ISED, Xplornet requires a *Letter of Concurrence* from the local municipality. If Xplornet does not receive a letter of concurrence, ISED has indicated that it will intervene to mediate an appropriate location or siting designs for a tower in the community.

The tower is proposed on the subject property located approximately 1.5km northwest from the Ramsay Concession 7A and Drummond Road intersection (see Context Map). The proposed installation is required to provide Xplornet customers with improved internet network coverage and data services in the Galbraith and Carleton Place surrounding areas.

**Figure 1 – Context Map**



The proposed installation is a lite duty self support style communications structure. The tower installation is a triangular structure and will be 45m in height and occupy a footprint of approximately 3 metres by 3 metres. The tower will have an anti-climb mechanism. Transmitting and receiving antenna equipment is mounted to the upper portion of the structure as well as provisions for future technology services.

**Figure 2 Ramsay Concession 7A BEFORE installation**





**Figure 3 Ramsay Concession 7A AFTER installation**



## **CONSULTATION AND PUBLIC COMMENTS**

Xplornet held a public meeting on April 20, 2021 and comments were accepted until May 2, 2021. A summary of the meeting provided by the consultant for Xplornet Communications is as follows:

- Public meeting had 5 attendees (including the landowner). Most joined the meeting for information purposes.
- One resident had concerns regarding the visual impact - they are located 500m to the northwest
- There was a general health questions and information was provided to this resident and landowner
- Discussed alternate locations on the property - many locations were looked at after the meeting, however they are not acceptable as some were too far away and others would place it in front of another resident's home.

Following the public meeting and the comments received:

- Landowner has discussed the alternate locations on the property with the concerned resident.
- Tower will stay in the original location

- Shrouding will be provided at the base of the tower via fencing and the planting of trees. Landowner is also working to increase the visual buffer between the two properties.

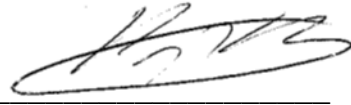
## **CONCLUSION**

Staff are satisfied that a letter of concurrence be issued.

Respectfully submitted,



Tyler Duval  
Planning consultant



Ken Kelly,  
Chief Administrative Officer

# THE CORPORATION OF THE MUNICIPALITY OF MISSISSIPPI MILLS

## STAFF REPORT

**DATE:** June 17, 2021

**TO:** Council

**FROM:** Marc Rivet, MCIP, RPP

**SUBJECT: Municipality of Mississippi Mills Official Plan Amendment (OPA) No. 22 – Comprehensive Review (Urban Settlement Area Boundary) – AREA 4**

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### RECOMMENDATION:

**THAT Council inform Lanark County that AREA 4 be withdrawn from Official Plan Amendment No. 22 (Urban Settlement Area Boundary) and the proposed amendment to Schedule A of the Lanark County Sustainable Community Official Plan.**

### BACKGROUND:

A Comprehensive Review was undertaken for the Municipality of Mississippi Mills. The final report was prepared by J.L. Richards & Associates Limited (JLR), dated on April 1, 2021. The Comprehensive Review included a review of population and employment projections and, more specifically, residential demand versus supply and employment demand versus supply.

Based on the land supply versus demand analysis, the Comprehensive Review found that the Municipality currently has insufficient residential land to meet the County's growth projections to the year 2038:

- Based on average household sizes, 2,077 units would be required to accommodate the population growth of 4,099 people between 2021-2038.
- There are currently 1,195 units either draft approved or registered for residential development (in the queue).
- There is a residential shortfall of 882 units, including 551 Low Density and 331 Medium Density units (60/40 residential split).
- 64 hectares (assuming 55% residential = 35.2 ha) of expansion lands would be required to accommodate the residential shortfall.

To accommodate this shortfall, three (3) expansion areas, consisting of 64 ha of land had been proposed. Area 1 – revised ("Sonnenburg Lands") 17 ha, Area 2 ("Houchaimi Lands") 21.9 ha, Area 3A ("Henry Lands") 25.1 ha were considered for urban expansion.

In addition, it was recommended that Area 4 ("Mill Run Extension") 8.9 ha also be considered for urban expansion. The rationale was that OPA 26 for 430 Ottawa Street wasn't approved by Lanark County and the related Zoning By-law Amendment was under appeal.



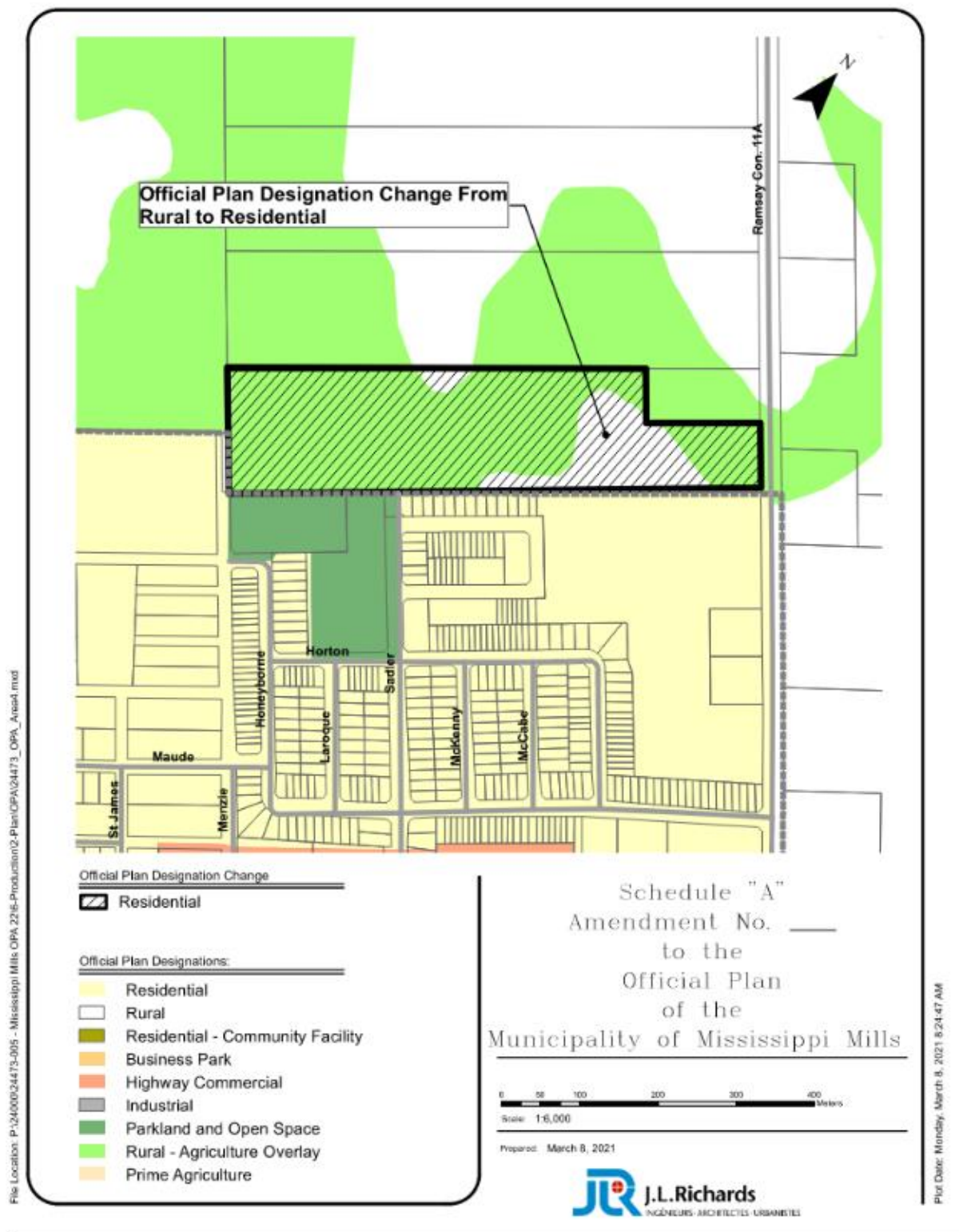


Figure 1: Illustration of Area 4 ("Mill Run Extension")

## **DISCUSSION:**

The County of Lanark approved Official Plan Amendment 0931-OP-20006 to the Municipality of Mississippi Mills Community Official Plan on May 12, 2021 under Section 17 of the *Planning Act*. As no appeals were filed by end of day on June 8, 2021 the decision of the County of Lanark is now final and Official Plan Amendment No. 26 (OPA 26) is now in full force and effect. The effect of the site-specific amendment was to permit medium to high density residential uses with a maximum density of 50 units per hectare. This will allow a total of 125 units in a 4-storey apartment building(s) in the upper storeys of a non-residential building. Although there is still an appeal to the site-specific zoning amendment, these lands are now designated and available for residential use; pending a decision from the Ontario Land Tribunal (OLT). However, the zoning amendment would now be deemed to be in conformity with the Community Official Plan.

As part of discussions with Lanark County, it was agreed that staff would inform Council of such and propose the removal of Area 4 ("Mill Run Extension") as we have only demonstrated a need for an additional 64 ha of land (which is Areas 1 revised, 2, and 3A).

## **FINANCIAL IMPLICATIONS:**

None identified.

## **SUMMARY AND RECOMMENDATION**

It is recommended that Council withdraw Area 4 ("Mill Run Extension") from this current settlement area review but that these lands be included for review as part of a subsequent Master Servicing Plan Update.

All of which is respectfully submitted,



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Marc Rivet, MCIP RPP  
Planning Consultant



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Ken Kelly  
Chief Administrative Officer

## **ATTACHMENTS:**

Appendix A – Notice of Decision OPA 26

**APPENDIX A**  
**NOTICE OF DECISION OPA 26**



**THE PLANNING ACT  
NOTICE OF DECISION  
OF AN OFFICIAL PLAN AMENDMENT  
BY THE CORPORATION OF THE COUNTY OF LANARK**

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**TAKE NOTICE** that the County of Lanark approved Official Plan Amendment **0931-OP-20006** to the Municipality of Mississippi Mills Official Plan on **May 12, 2021** under Section 17 of the *Planning Act*.

**WHEN AND HOW TO FILE AN APPEAL**

Any appeal to the Local Planning Appeal Tribunal (LPAT) must be filed with the Clerk of the County of Lanark not later than 4:30 p.m. on **June 8, 2021**.

The appeal should be sent to the attention of the County Clerk, at the address shown below and it must:

- 1) Set out the reasons for the appeal and the specific part of the proposed official plan amendment to which the appeal applies; and
- 2) Must be accompanied by the fee required by the Local Planning Appeal Tribunal (LPAT) payable by certified cheque to the Minister of Finance, Province of Ontario.

**WHO CAN FILE AN APPEAL**

Only individuals, corporations or public bodies may appeal a decision of the approval authority to the Local Planning Appeal Tribunal. A notice of appeal may not be filed by an unincorporated association or group. However, a notice of appeal may be filed in the name of an individual who is a member of the association or the group on its behalf.

No person or public body shall be added as a party to the hearing of the appeal unless, before the plan was adopted, the person or public body made oral submissions at a public meeting or written submissions to the council or, in the opinion of the Local Planning Appeal Tribunal, there are reasonable grounds to add the person or public body as a party.

**WHEN THE DECISION IS FINAL**

The decision of the County of Lanark is final if a notice of appeal is not received on or before the last date for appeal noted above.

**ADDITIONAL INFORMATION**

**DATED IN THE TOWNSHIP OF BATHURST, THIS 18<sup>th</sup> DAY OF May, 2021.**

Leslie Drynan, County Clerk / Deputy CAO  
99 Christie Lake Road  
Perth ON K7H 3C6 1-613-267-4200

**DECISION**

**With respect of an Official Plan Amendment Subsection 17(34) of the *Planning Act***

The Corporation of the County of Lanark hereby approves the Municipality of Mississippi Mills Community Official Plan Amendment No. 26 adopted by By-law No. 20-113.

**Purpose and Effect:**

The proposed Official Plan Amendment No. 26 applies to lands described as Part Lot 16, Concession 10, Former Township of Ramsay, Part 1, Plan 27R-8990, Parts 1-4, 9-12, Plan RP 27R-8445, known municipally as 430 Ottawa Street, Ramsay Ward, Municipality of Mississippi Mills, County of Lanark. The amendment is site specific.

The purpose and effect of the Official Plan Amendment is to establish the principle of development to accommodate both a mix of commercial and medium to high density residential uses on the subject property. This is a text change only, adding a new site-specific policy under Section 3.4.3.5 of the OP, and does not change the land use schedules. The effect of the site-specific amendment is to permit medium to high density residential uses with a maximum density of 50 units per hectare. This will allow a total of 125 units in a 4-storey apartment building and apartment dwelling (s) in the upper storeys of a non-residential building.

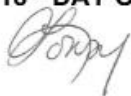
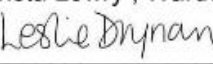
**KEY MAP: SUBJECT LANDS**

Pt. Lot 16, Conc. 10, Ramsay Ward, Municipality of Mississippi Mills.



**DATED IN THE TOWNSHIP OF BATHURST, THIS 18<sup>th</sup> DAY OF May, 2021.**

We have the authority to  
bind the Corporation.

  
\_\_\_\_\_  
) Christa Lowry, Warden  
  
\_\_\_\_\_  
) Leslie Drynan, County Clerk / Deputy CAO





# POSITIVE SPACE AWARENESS SESSION

Gender & Sexual Diversity Inclusion Initiative



Facilitators:

Chrissie Young (she/her) & Karen Luyendyk (she/her)

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JUNE 2021

# SESSION OUTLINE

- Introductions
- Positive Space Initiative – What is a Positive Space?
- Terminology – 2SLGBTQIA+ Concepts and Identities
- Legislative and Policy vs. 2SLGBTQIA+ Realities
- Inclusive and Affirming Language
- How Can I Become an Ally?
- Resources
- Questions?

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## HOUSEKEEPING

**Ask questions!**

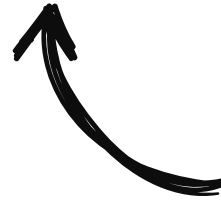
**Respect**

**Confidentiality**



# INTRODUCTIONS

**YOUR NAME**



**YOUR PRONOUNS**

HE / SHE / THEY / +



**ONE THING YOU  
HOPE TO GAIN  
FROM THE SESSION**

# POSITIVE SPACE INITIATIVE

## WHAT IS A POSITIVE SPACE?

- Welcoming and respectful place for everyone!
- Enables individuals who identify as 2SLGBTQIA+ to feel safe and be their true authentic selves.
- Environment where diversity and inclusion are celebrated as a strength.
- Strives to advance inclusiveness through education, resources and support.



# TERMINOLOGY

## 2SLGBTQIA+ CONCEPTS AND IDENTITIES



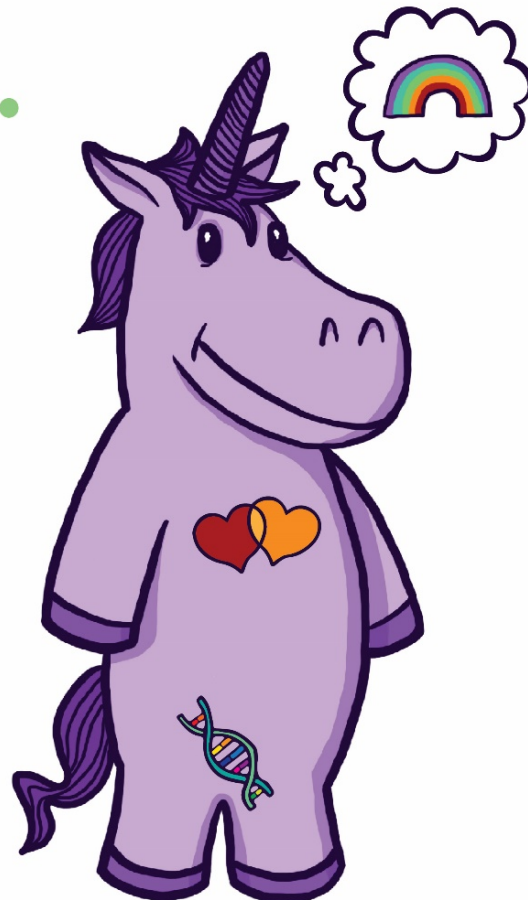
Turn to **page 2** in  
your **Terminology  
and Resources**  
reference guide.

# The Gender Unicorn

Adaptation of graphic developed by

**TSER**  
Trans Student Educational Resources

Anna Moore  
and Landyn Pan



## 2SLGBTQIA+

- The acronym is **ever-expanding** as our collective understanding of gender and sexual orientation grow.
- A common technique is to use the “+” denoting the ever-growing nature of diverse genders and sexual orientations.
- Alternative acronyms include:
  - GSM – Gender and Sexuality Minority; and
  - SOGIE – Sexual Orientation, Gender Intity and Expression
- Population vs. Community: 2SLGBTQIA+ groups are not homogenous and cannot be considered one sole ‘community’. Opt for the use of *“communities”* or *“population”*.



# PREJUDICES STEMMING FROM ASSUMPTIONS

- **Homophobia:** Fear, hatred, repulsion or social aversion of persons who are or are assumed to be non-heterosexual.
- **Biphobia:** Fear, hatred, repulsion or social aversion of persons who are or are assumed to be bisexual.
- **Transphobia:** Fear, hatred, repulsion or social aversion of persons who are or are assumed to be transgender or otherwise gender non-conforming.
- **Heterosexism:** Prejudice/bias and discrimination on the belief that heterosexuality is the norm *and* superior.
- **Cissexism** Prejudice/bias and discrimination against trans or gender diverse identities and/or expressions based on the assumption that being cisgender is the norm *and* superior.

# INTERNATIONAL CONTEXT

The **Universal Declaration of Human Rights** was adopted by the United Nations General Assembly on December 10<sup>th</sup>, 1948.



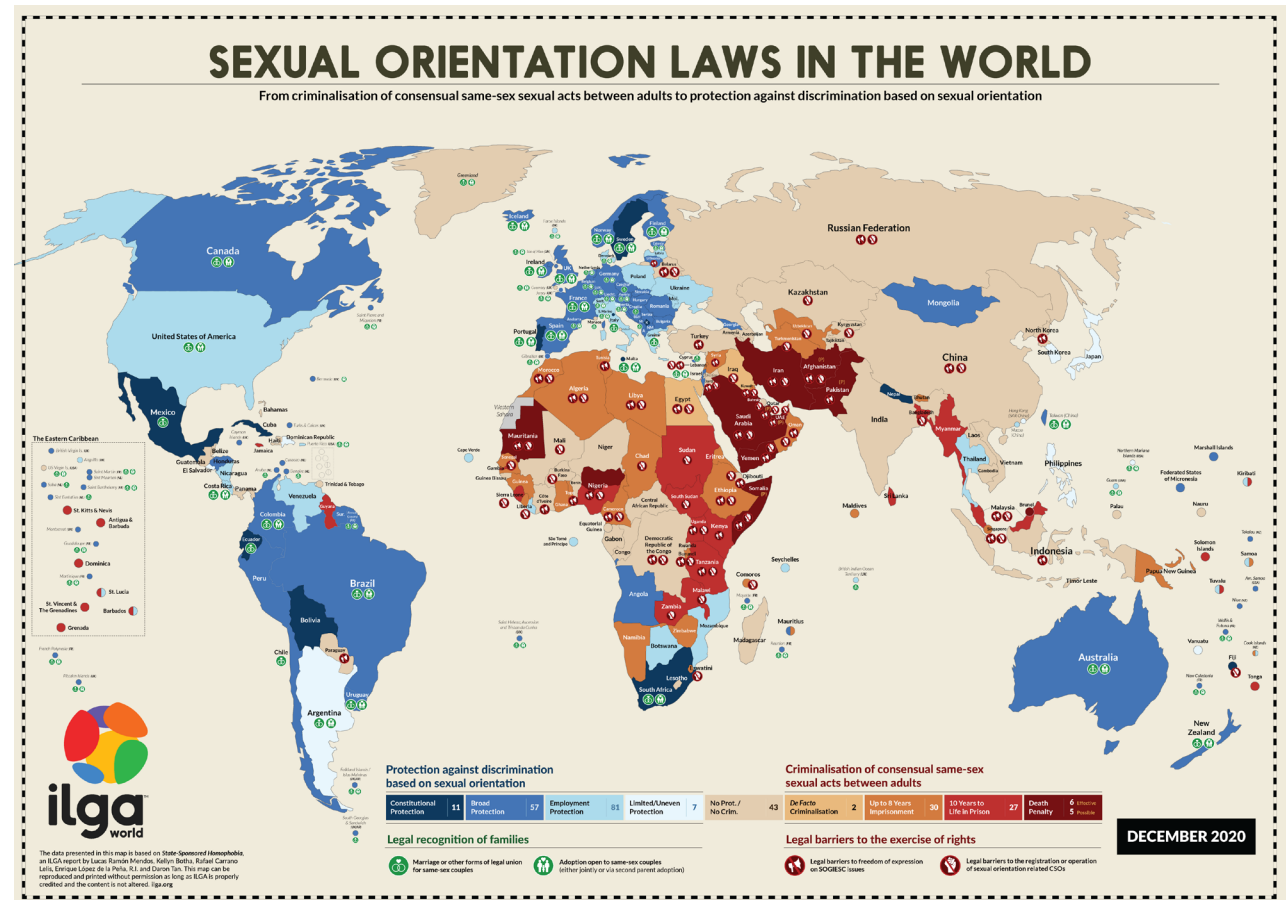
*“All human beings are born free and equal in dignity and human rights.”*

However, serious concerns remain with respect to the human rights of 2SLGBTQIA+ people and to the many impacts of discrimination.



# INTERNATIONAL REALITY

In many countries, being gender or sexually diverse is still criminalized.



# CANADIAN CONTEXT

- Equal access to marriage and adoption is available.
- Discrimination against 2SLGBTQIA+ persons is prohibited under provincial/territorial and federal legislation and case law.
  - Bill C-16 was passed in 2017, which prohibits discrimination based on gender identity and gender expression, and allows for hate crime sentencing on those grounds.
- Transgender persons are free to seek gender affirmation surgeries if they wish, and the gender marker on IDs can be changed in most provinces and territories, as well as with federal departments and agencies.

# CANADIAN REALITY

Despite these advances, 2SLGBTQIA+ individuals in Canada still continue to experience harassment and discrimination.

- 2SLGBTQIA+ individuals experience higher rates of homelessness, addiction, mental illness and suicide.
  - ↪ This is **not** as a result of their identities being linked inherently to mental illness; rather, it is a symptom of societal and/or systemic discrimination.
- Trans-identified people experience barriers and obstacles in accessing essential services, such as employment, housing and health care.

# INCLUSIVE AND AFFIRMING LANGUAGE

Using gender-inclusive language means speaking and writing in a way that does not discriminate against a particular sex, social gender or gender identity, and does not perpetuate gender stereotypes.



# PRONOUNS

The pronouns used in every day speech and writing often times implies gender. These associations are not always accurate or helpful. Mistaking or assuming peoples' pronouns sends a harmful message. When someone is referred to with the wrong pronoun, it can make them feel disrespected, invalidated, dismissed, alienated, or dysphoric (often all of the above).

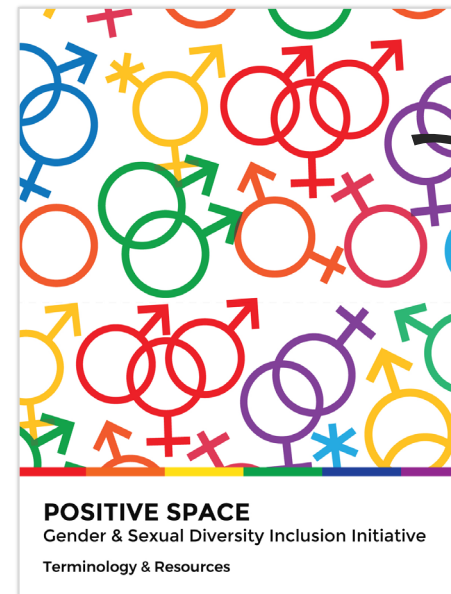
Using someone's correct gender pronouns is one of the most basic ways to show your respect for their identity.



# IMPORTANCE OF LANGUAGE

Pronouns and names are not the only parts of language marked by gender. By shifting this language to be more inclusive, we can respect and acknowledge the gender identities of **all** people.

Always be mindful of your assumptions and consider gender neutral ways of communicating the same phrases.



Turn to **page 8** in your **Terminology and Resources** reference guide for more information.

# ROLE OF AN ALLY

**Allyship is a verb;** it is the continuous practice of doing the work of standing up for marginalized groups.

**Allyship is bestowed not claimed.**

**The most important guiding principle for allies is knowing when to **step up** and when to **step back**.**





# RESOURCES

- Ontario Human Rights Commission (OHRC): [Policy on Preventing Discrimination Because of Gender Identity and Gender Expression](#)
- Canadian Heritage – [LGBTQ2 Secretariat](#)
- Public Services and Procurement Canada (PSPC) – [Support for Trans Employees: A Guide for Employees and Managers](#)
- [Canadian Centre for Gender and Sexual Diversity \(CCGSD\)](#)
- [Egale Canada](#)
- [Canadian Centre for Diversity and Inclusion \(CCDI\)](#)
- [Queer Events](#)
- [Kind Space](#)
- [Capital Pride](#)
- [Lanark County Mental Health](#)
- [Lanark County Interval House and Community Support](#)
- [Pride in Mississippi Mills](#)





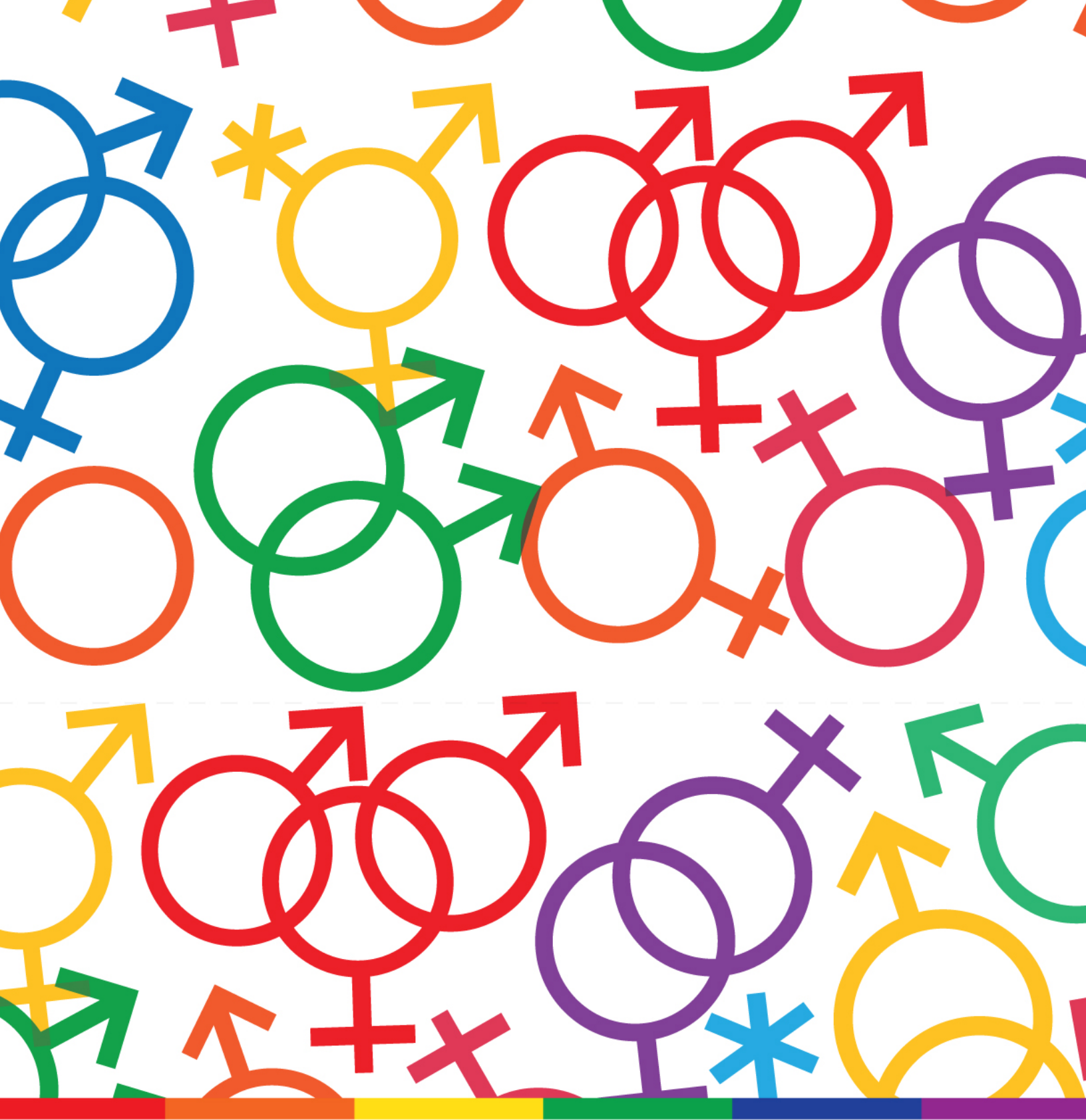
# QUESTIONS?



# THANK YOU!

**Chrissie Young** (she/her)  
Technical Advisor, Learning &  
Co-Chair of Departmental Pride Network  
Federal Public Service  
[chrissieyoungfreelance@gmail.com](mailto:chrissieyoungfreelance@gmail.com)

**Karen Luyendyk** (she/her)  
RN MSN  
Clinical Educator Trans and Non-Binary Health  
Rainbow Health Ontario  
[kluyendyk1@gmail.com](mailto:kluyendyk1@gmail.com)



# POSITIVE SPACE

Gender & Sexual Diversity Inclusion Initiative

Terminology & Resources

# TERMINOLOGY

## 2SLGBTQIA+ CONCEPTS AND IDENTITIES

The following definitions are intended to provide a common, foundational understanding of language, concepts and terminology related to topics around 2SLGBTQIA+ identities and experiences. This includes systems of oppression and privilege related to gender and sexual diversity. Though this is by no means an exhaustive list of relevant terms and concepts, it provides a basic introduction to support further learning on these topics.

While reading through the definitions of concepts and identities, keep in mind that gender and sexual orientation are socially constructed and embedded; what we believe here and now is not what everyone thinks in different places or has thought over time. These definitions are not rigid – they are mutable and ever changing, much like the language is, and the communities themselves are.

The terms used are ones created and used by 2SLGBTQIA+ individuals, and how an individual chooses to identify is about their own relationship with those words. It is not up to anyone except one's self to choose whether or not to identify with a specific term. When referring to someone else's identity, you should respect the words they've chosen for themselves, even if it doesn't match the glossary.

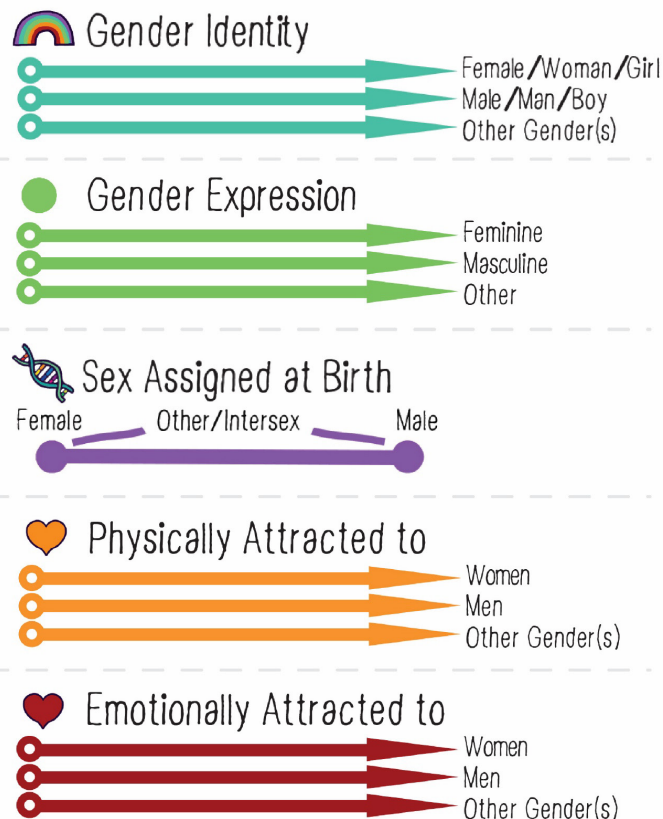
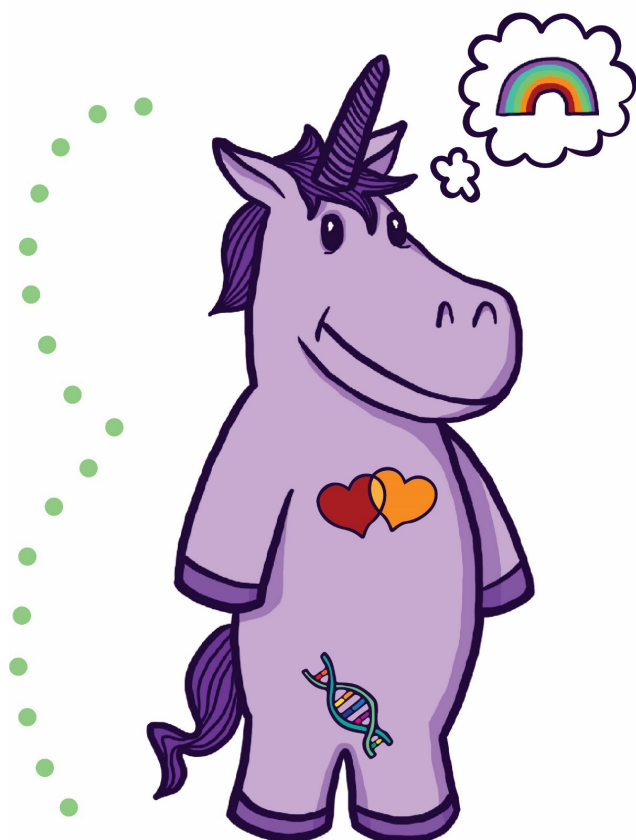
The concepts and identities are adapted from the following sources:

- TSER - Trans Student Education Resource: [The Gender Unicorn](#)
- Egale: [LGBTQI2S Glossary of Terms](#)
- The Canadian Centre for Gender and Sexual Diversity (CCGSD): [LGBTQ2+ Vocabulary](#) and [Who Are Two-Spirit People](#)
- [Rainbow Resource Centre](#)
- [OHRC Policy on Gender Identity and Gender Expression](#)
- Canadian Heritage (LGBTQ2 Secretariat): [LGBTQ2 terminology – Glossary and Common Acronyms](#)



# The Gender Unicorn

Adaptation of graphic developed by  
**TSER** Anna Moore  
and Landyn Pan  
Trans Student Educational Resources



**GENDER IDENTITY:** A person's deeply felt internal and individual experience of gender – their internal sense of being a woman, a man, both, neither, or anywhere along the gender spectrum. A person's gender identity may be the same as or different from their assigned sex. Since gender identity is internal, one's gender identity is not necessarily visible to others.



**GENDER EXPRESSION:** How a person publicly presents their gender. This can include behavior, outward appearance, voice or body language, and which may or may not conform to socially defined behaviors and characteristics. A person's chosen name and pronouns are also common ways of expressing gender. A person's gender expression is not necessarily associated with their gender identity.



**SEX ASSIGNED AT BIRTH:** The assignment and classification of people as male, female, intersex, or another sex based on based on characteristics, including chromosomes, hormones, external genitalia and reproductive organs, often at birth. We say assigned sex versus biological sex to acknowledge that sex is often a value assigned by medical professionals to newborns based on visual assessment of external anatomy.



**SEXUAL ORIENTATION/ATTRACTION:** A term used to describe a person's emotional, romantic or sexual attraction. It is important to note that sexual and romantic/emotional attraction can be from a variety of factors including but not limited to gender identity, gender expression/presentation, and sex assigned at birth.

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## A

**AGENDER:** A person who identifies as either having no gender or a neutral gender identity.

**AROMANTIC:** A person who experiences little or no romantic attraction to others.

**ASEXUAL:** A person who experiences little to no sexual or romantic attraction or interest in sexual expression; despite this, they may have sexual and romantic partners.

## B

**BISEXUAL:** A person who is attracted to people of their own gender and people of other genders. An emerging contemporary term related to this is pansexual, or persons who are attracted to another person regardless of their gender.

## C

**CISGENDER:** A person whose gender identity corresponds to their sex assigned at birth.

## G

**GAY:** A person who is attracted to people of the same gender. In its modern sense, the term gay typically refers to men, but in some contexts, it can refer to people of various genders.

### **GENDER DIVERSE/GENDER NON-CONFORMING/GENDER VARIANT:**

An umbrella term for gender identities and/or gender expressions that differ from dominant cultural or societal expectations based on assigned sex. Other common terms associated with gender variant are gender diverse and gender non-conforming. Someone who is gender variant may or may not also identify as trans.

**GENDERFLUID:** A person whose gender identity is experienced as not being fixed and that shifts and varies over time and in relation to the context.

**GENDERQUEER:** A person whose gender identity exists outside of the gender binary. A person who identifies a genderqueer may identify as man, women, neither, both, or may reject gender entirely.



## I

**INTERSEX:** Refers to a person whose chromosomal, hormonal or anatomical sex characteristics fall outside the conventional classifications of male or female. Some people may experience the designation of intersex as stigmatizing given the history of medical practitioners imposing the diagnosis and/or nonconsensual corrective surgeries on infants, children and young adults (some people may not be identified as intersex until puberty).

## L

**LESBIAN:** A woman who is attracted to other women.

## N

**NON-BINARY:** An umbrella term to reflect a variety of gender identities that are not exclusively man or woman. Identity terms which may fall within this category include: genderqueer, agender, bigender, or pangender.

## P

**PANSEXUAL:** A person who experiences attraction to people of diverse sexes and/or genders. The term pansexual reflects a desire to recognize the potential for attraction to sexes and/or genders that exist across a spectrum and to challenge the sex/gender binary.

## Q

**QUEER:** This term has been reclaimed by some 2SLGBTQIA+ communities as a term of pride and affirmation of diversity. It can be used to encompass a broad spectrum of identities related to sex, gender, and attraction or by an individual to reflect the

interrelatedness of these aspects of their identity. Not all individuals are comfortable with the reclamation of the word, and it should not be used to describe someone without their consent.

**QUESTIONING:** A person who is uncertain about their sexual orientation and/or gender. This can be transitory or a lasting identity.

## S

**SEX/GENDER BINARY:** The notion that there are only two possible sexes (male/female) and genders (man/woman), and that they are opposite, distinct and uniform categories. This view also asserts that gender is determined by sex.

## T

**TRANSGENDER (OR TRANS):** A person whose gender identity differs from their sex assigned at birth – often used as an umbrella term to represent a wide range of gender identities and expressions.

**TWO SPIRIT:** An English umbrella term to reflect and restore Indigenous traditions forcefully suppressed by colonization, honoring the fluid and diverse nature of gender and attraction and its connection to community and spirituality. As an umbrella term, specific teachings, roles, meanings, and language must come from the community. It is used by some Indigenous People rather than, or in addition to identifying as LGBTQIA+.

## **SYSTEMS OF OPPRESSION AND PRIVILEGE RELATED TO GENDER & SEXUAL DIVERSITY**

The historically rooted societal structures that govern the rules of social hierarchies. They are the unjust and harmful exertions of power, authority, and control that construct some types of bodies, identities and experiences as more valuable or superior to others in order to justify forms of domination. These hierarchies are maintained by being built right into the structures, operations, institutions and discourses of a society.

### **B**

**BIPHOBIA:** Fear and/or hatred of bisexuality, often exhibited by name-calling, bullying, exclusion, prejudice, discrimination or acts of violence—anyone who is or is assumed to be bisexual or experiences attraction to multiple sexes and/or genders can be the target of biphobia. Discrimination, erasure, and prejudice against bisexuals are serious problems in straight and 2SLGBTQIA+ communities alike.

### **C**

**CISNORMATIVITY:** A cultural and societal bias, often unconscious, that privileges cisgender identities and gender norms, and ignores or underrepresents trans identities and/or gender diversity by assuming that all people are cisgender and will express their gender in a way that aligns with perceived gender norms.

**CISSEXISM:** Prejudice and discrimination against trans or gender diverse identities and/or expressions. This includes the presumption that being cisgender is the superior and more desirable gender identity.

### **H**

**HETERONORMATIVITY:** A cultural and societal bias, often unconscious, that privileges heterosexuality, and ignores or underrepresents diversity in attraction and behavior by assuming all people are heterosexual.

### **HETEROSEXISM:**

Prejudice and discrimination in favor of heterosexuality. This includes the presumption of heterosexuality as the superior and more desirable form of attraction.

**HOMOPHOBIA:** Fear and/or hatred of homosexuality, often exhibited by name-calling, bullying, exclusion, prejudice, discrimination or acts of violence—anyone who is non-heterosexual (or assumed to be) can be the target of homophobia.

### **M**

**MISOGYNY:** The hatred of, contempt for or prejudice against women, girls and the feminine, which may be exhibited in multiple ways including social and institutional exclusion and discrimination, as well as physical and sexual violence. Misogyny is maintained and perpetuated by a patriarchal system of oppression in which femininity and women are constructed to be inferior to masculinity and men.

## P

**PATRIARCHY:** A sociopolitical and cultural system that values men and masculinity over women and femininity and perpetuates oppressive and limiting gender roles, the gender binary, transphobia and cissexism, sexual assault, the political and economic subordination of women.

## S

**SEXISM:** Prejudice and discrimination based on a person's sex and/or gender.

## T

**TRANSPHOBIA:** Fear and/or hatred of any transgression of perceived gender norms, often exhibited by name-calling, bullying, exclusion, prejudice, discrimination or acts of violence—anyone who is trans and/or gender diverse (or perceived to be) can be the target of transphobia.

While transphobia speaks more directly to the discrimination and violence faced by trans and gender diverse people, or those perceived to be, cissexism is the overarching order of society that enables it. Like other forms of oppression, transphobia may show up in interactions between individuals or groups of people or it can be entrenched in an organization's culture, rules, policies and practices that may look harmless on the surface but in fact exclude and create barriers and an overall hostile climate for some individuals.

Responding to transphobia most effectively occurs when we understand the intersectionality of attitudes that contribute to different forms of transphobia – often transphobia is intrinsically linked with sexism, racism, misogyny and homophobia.

**TRANSMISOGYNY:** A term coined by writer and activist, Julia Serano (2015), to describe the specific intersection of transphobia with misogyny. Transmisogyny creates a specific and intensified form of oppression often characterized by hatred of and contempt for trans women and/or transfeminine people, not only for defying perceived gender norms, but for expressing femaleness or femininity. Because womanhood and femininity are of lesser value in a system governed by male supremacy, trans women and trans feminine people represent a particular threat. Examining the particular intersection of transphobia and misogyny allows us to recognize and address commonality as well as unique and particular differences across diverse experiences of gender-based violence and discrimination.

# INCLUSIVE AND AFFIRMING LANGUAGE

Using inclusive and affirming language means speaking and writing in a way that does not discriminate against a particular sex, social gender or gender identity, and does not perpetuate gender stereotypes.

Here are some examples of **inclusive language** you can use:

INSTEAD OF	USE
Dear Mrs./Miss/Mr.	Dear (first name, last name)
Husband/wife, boyfriend/girlfriend	Partner/spouse/significant other
Daughter/son	Child
Mother/father	Parent
Grandmother/grandfather	Grandparent
Sister/brother	Sibling
Ladies and gentlemen	Honored guests/folks/everyone
"There's a <i>woman</i> here to see you."	"There's a <i>visitor/person</i> here to see you."
"We don't know who <i>he/she</i> was."	"We don't know who <i>they</i> were."
"Can I get you <i>ladies</i> something?"	Can I get you <i>folks</i> something?"

Here are some examples of **affirming language** you can use:

INSTEAD OF	USE	WHY?
Transgendered	Transgender Person	Transgender is an adjective, not a verb.
Homosexuals	2SLGBTQIA+	Use the labels and categories that individuals and communities have self-identified.
"They had a sex change"	"They transitioned"	Living as one's true gender is a process, not a point-in-time event. Further, "switching genders" implies that the individual "opted" to change who they are.
"Born female" or "born male"	Assigned female or male at birth	"Assigned" accurately depicts the situation of what happens at birth.
"Both genders" or "opposite sexes"	All genders	"Both" implies there are only two; "opposite" reinforces antagonism amongst genders.

Source: Egale - [Inclusive and Affirming Language Tips](#)



# RESPONDING WITH ALLYSHIP

Want to act in allyship but not sure what to do when you witness hurtful or offensive jokes or behaviour? Here are some ideas on how to respond.

## TIPS FOR RESPONDING:

- Identify the problem. Is it in behaviour, language or attitude?
- Focus on the impact. It's not about what someone "meant" to do, it's about the effects it had on other people.
- Avoid character judgements. It's about behaviour, not about whether or not someone is a "good or "bad" person.
- Keep cool and calm. Use a non-judgemental tone and facial expression.

## DIRECT RESPONSES:

1. Clarify what you heard.  
*"I think I hear you saying that all \_\_\_\_\_ are \_\_\_\_\_, is that what you mean?"*
2. Ask for more information.  
*"What do you mean?" / "I'm not sure I understand, can you explain?" / "How did you develop that belief?" / "What's so funny?"*
3. Appeal to common values and/or the principles that guide your organization or environment.  
*"At our business, we learn to treat others with respect. I think that statement is disrespectful." / "In this organization, we don't talk about people that way."*
4. Refer to your own journey.  
*"That was my first reaction too, but then I realized..." / "I used to think the same thing, then I started to question why I thought/felt that way."*
5. Address the behaviour.  
*"It is not okay to stereotype people" / "That comment is transphobic, here's why..."*
6. Explain the impact.  
*"Your comment is hurtful to myself and others, it leads to discrimination and marginalization."*

## INDIRECT RESPONSES:

1. Use non-verbal signals to indicate that you do not comply with the discrimination. Give a questioning glance, refuse to react or laugh or leave.
2. Redirect the conversation away from discrimination. Change the subject or repeat what you heard without the discriminatory language.
3. If you witness discriminatory harassment in a public setting such as public transport, pretend that you know them so that they don't appear to be alone.

Source: Egale - [Responding with Allyship](#)



# TIPS ON HOW TO PRACTICE ALLYSHIP

Here are some tips on how to practice continuous allyship for 2SLGBTQIA+ people:

## LEARN:

- Listen to the experiences and perspectives of 2SLGBTQIA+ people.
- Respect these experiences and perspectives.
- Acknowledge their validity (even if you don't understand them).
- Seek out information and opportunities to expand your understanding (learn through media, attend events, meet with folks from 2SLGBTQIA+ communities, and learn about local services and supports).
- Remember your learning is your responsibility – avoid asking 2SLGBTQIA+ people to answer all of your 2SLGBTQIA+ questions (not all 2SLGBTQIA+ people are comfortable acting in an educator role).

## PRACTICE:

- Intervene when you witness offensive behaviour or language.
- Use inclusive language to ensure everyone feels welcome and respected.
- Challenge policies, practices, and procedures that exclude for 2SLGBTQIA+ people.
- Apologize regardless of intent. Everyone makes mistakes in an ally role; what matters is how you respond when it gets brought to your attention.
- Make your apology swift and move on, dwelling on your mistake and how you feel makes you the center of attention.
- Be courageous! Don't be afraid to learn, ask for more information and provide support.

## REFLECT:

- Be open to feedback and think critically about how your behaviour or actions might impact other people.
- Reflect on and question the stereotypes and negative assumptions held by yourself and others.
- Avoid assuming how people identify. Listen for, or politely ask, what pronouns people use.
- When talking about 2SLGBTQIA+ topics, assume there are 2SLGBTQIA+ people or people with 2SLGBTQIA+ loved ones in the room. Consider how they might be impacted by the tone, spirit and direction of the conversation.
- Observe the way other folks around you act as allies, even in the smallest ways.
- Remember, everyone's experience of gender and sexuality is different and it's impossible (and unfair) to ask one person to speak on behalf of a whole group.

Source: Egale - [Tips on how to Practice LGBTQI2S Allyship](#)

# RESOURCES

## **Ontario Human Rights Commission (OHRC): [Policy on Preventing Discrimination Because of Gender Identity and Gender Expression](#)**

Information, resources and best practices related to OHCR's Policy on preventing discrimination because of gender identity and gender expression.

## **Canadian Heritage – [LGBTQ2 Secretariat](#)**

Information and resources related to the Government of Canada's work to improve equality for 2SLGBTQIA+ communities through the promotion of human rights and the development of inclusive federal policies, programs and laws.

## **Public Services and Procurement Canada (PSPC) – [Support for Trans Employees: A Guide for Employees and Managers](#)**

A Public Services and Procurement Canada (PSPC) working group put together a comprehensive guide to be used as good practice for ensuring an open, diverse and supportive workplace for transgender people. The guide contains helpful information for both employees and managers.

## **[Canadian Centre for Gender and Sexual Diversity \(CCGSD\)](#)**

Supports and transforms Canadian and indigenous communities from coast to coast to coast in a shared vision of a discrimination-free gender and sexually diverse world.

## **[Egale Canada](#)**

An advocacy organization that aims to advance equality for Canadian 2SLGBTQIA+ people and their families across Canada.

## **[Canadian Centre for Diversity and Inclusion \(CCDI\)](#)**

A national charitable organization with the mandate to help the individuals and organizations they work with be inclusive, and free of prejudice and discrimination – and to generate the awareness, dialogue and action for people to recognize diversity as an asset and not an obstacle.

## **[Queer Events](#)**

A local 2SLGBTQIA+ organization committed to working towards a strong, inclusive & accessible Queer community through education, events, programs and initiatives.

## **[Kind Space](#)**

Provides accessible resources, events, social, and educational programming to celebrate and support people of all sexual orientations, gender identities and expressions.

## **Capital Pride**

Creates opportunities to celebrate, advocate, educate and connect people, respecting the full diversity of the 2SLGBTQIA+ community in Canada's capital region.

## **Lanark County Mental Health**

Community-based mental health service responding to Lanark County adults and transitional aged youth (17 years and over) who experience mental health concerns.

## **Lanark County Interval House and Community Support**

Offers emergency and on-going programs to women and children living in or escaping from domestic violence.

## **Pride in Mississippi Mills**

If you have any questions, feel free to send an email to [prideinmm@gmail.com](mailto:prideinmm@gmail.com). You can also see what we're up to on [Facebook](#) & [Instagram](#).

## **LAND ACKNOWLEDGMENT – ADDITIONAL READING**

- [Native Land](#)
- [Government of Canada – First Nation Profiles Interactive Map](#)
- [Caut – Guide to Acknowledging Traditional Territory](#)
- [Indigenous Corporate Training Inc.](#)
- [First Nations – Indigenous Peoples Atlas of Canada](#)

We recommend contacting the nation directly for specific information related to their community.

## **CONTINUOUS LEARNING**

### **Data Sources**

- [Community Based Research Centre \(CBRC\) Reports / CBRC's Sex Now Study](#)
- [Trans Pulse Canada Study Results](#)
- [Trans Pulse Project Ontario 2015](#)
- [ILGA 2020 World Map on Sexual Orientation Laws \(Map\)](#)
- [ILGA 2020 State-Sponsored Homophobia Report](#)
- [ILGA 2019 Trans Legal Mapping Report](#)

## Videos & Articles

- Intersectionality:
  - [Kimberlé Crenshaw](#) (TED Speaker, includes video)
  - [What is Intersectionality?](#)
- Pronouns:
  - [Why Respecting Pronouns is so Important](#)
  - [Pronouns Matter](#)
- [Sex Assigned at Birth and Gender Identity: What is the Difference?](#)
- [Trans 101 - The Basics](#)
- [Two Spirits, One Voice](#)
- Sabah Choudrey - [Brown, Trans, Queer, Muslim and Proud](#)
- Elvin Pedersen-Nielsen - [Educating Kids About Gender Norms](#)
- [Transgender, at War and in Love](#)
- Aiyyana Maracle - [Explaining Gender Diversity](#)
- My Genderation - [Young Trans Girl Speaks with an Older Trans Woman](#)
- Ash Hardell - [Calling my Mom to tell her I'm Trans](#)



# **2SLGBTQIA+ Timeline in Canada**

When asked about the history of pride, often the first thing that comes to people's minds are the 1969 Stonewall Riots. Canada, however, has it's own rich history and turning points in the struggle for and eventual celebration of 2SLGBTQIA+ rights.



# 2SLGBTQIA+ Timeline in Canada\*

When asked about the history of pride, often the first thing that comes to people's minds are the 1969 Stonewall Riots. Canada, however, has it's own rich history and turning points in the struggle for and eventual celebration of 2SLGBTQIA+ rights.

Here you will find not only important events that were tipping points, important steps on the road to rights and representation, but also a sense of how long ago and how recently some of the events that have shaped our community have happened.

We often lose the memory of how recent some of these battles have been fought, once we have gained a measure of peace. It is important we never forget these points in our history that have shaped the world we are in today.

*\*Our history is expansive and this is not, by any means, a comprehensive list.*

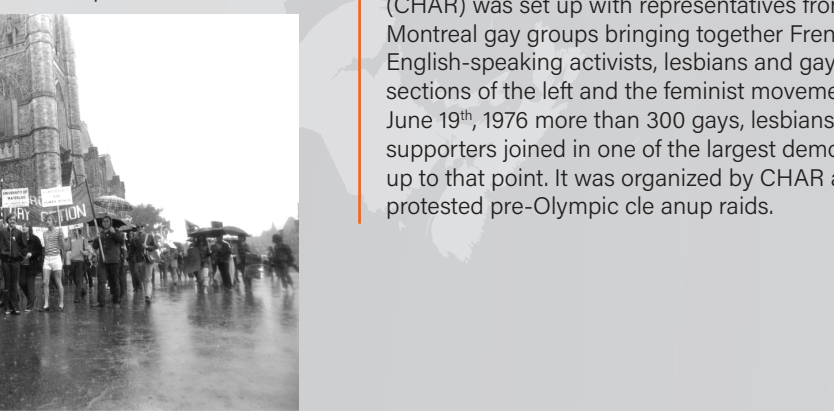
1970

## 1969 Stonewall Riots in New York City

The Stonewall riots were a series of spontaneous, violent demonstrations by members of the gay, lesbian and transgender communities against a police raid that began in the early morning hours of June 28<sup>th</sup>, 1969, at the Stonewall Inn in the Manhattan neighbourhood of Greenwich Village, New York City. They are widely considered constituting the most important event leading to the gay liberation movement and the modern fight for 2SLGBTQIA+ rights in across the world.

## 1971 First Gay Rights Protest

On August 28<sup>th</sup>, 1971, roughly 100 people from Ottawa, Montreal, Toronto and the surrounding areas gathered in the pouring rain at Parliament Hill for Canada's First Gay Liberation Protest and March. They presented a petition to the government with a list of ten demands for equal rights and protections. Simultaneously, another much smaller group of roughly twenty gay activists demonstrated at Robson Square in Vancouver.



Credit: Ottawa Journal

## 1976 Resisting the Olympic 'Cleanup'

Police crackdowns against gay bars ramped up in Montreal, Toronto and the surrounding areas gathered in the pouring rain at Parliament Hill for Canada's First Gay Liberation Protest and March. They presented a petition to the government with a list of ten demands for equal rights and protections. Simultaneously, another much smaller group of roughly twenty gay activists demonstrated at Robson Square in Vancouver.

An organization called the Comité homosexuel antirépresseion/Gay Coalition against Repression (CHAR) was set up with representatives from various Montreal gay groups bringing together French and English-speaking activists, lesbians and gay men, with sections of the left and the feminist movements. On June 19<sup>th</sup>, 1976 more than 300 gays, lesbians and supporters joined in one of the largest demonstrations up to that point. It was organized by CHAR and protested pre-Olympic cleanup raids.

The Act was positively regarded as a progressive piece of legislation and received broad support from the parliamentary parties.

## 1977 Quebec adds Sexual Orientation to the Human Rights Code

Signed in law on December 16<sup>th</sup>, 1977, Quebec became the first province to add sexual orientation to its Charter of human rights to include sexual orientation as a prohibited ground for discrimination.

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## 1981 Pisces Raids in Edmonton

On May 30<sup>th</sup>, 1981, forty members of the Edmonton Police Service, six RCMP officers, and two crown attorneys stormed the Pisces Health Spa, a bathhouse used by gay men. In the raid, 56 men were arrested and charged while an additional six men, owners and employees, were charged with being keepers of a common bawdy house. A local TV station ran the names of those found at Pisces outed the men publicly.

In response to the raid, over 100 people rallied at city hall on June 3<sup>rd</sup> to condemn the raid as a violation of civil rights, as well as a waste of money.

The raid drew groups within Edmonton's gay community together and made it more vocal and public. It was also noted that the Edmonton police consulted with Toronto police on how to execute the raids. The outrage that Edmontonians felt after the raids led to a more accepted and public 2SLGBTQIA+ community and the lack of tolerance towards infringements of civil liberties in Edmonton.

## 1981 First Lesbian Pride March in Canada

While most historical accounts has the first official Lesbian Pride March taking place in 1993, the first documented lesbian march took place in Vancouver, British Columbia, Canada, in May 1981. Approximately 200 lesbians attending the fifth Bi-National Lesbian Conference marched through downtown streets chanting "Look over here, look over there, lesbians are everywhere!"

Later, on October 17<sup>th</sup>, 1981, the now-defunct organization Lesbians Against the Right held a "Dykes in the Streets" march in Toronto, Ontario, with lesbian power, pride, and visibility as its theme. 350 women participated in this demonstration. It would not be until 15 years later that another similar demonstration would be held in Toronto.

## 1990 Two Spirit (niizh manidoowag) is coined

At the third annual intertribal Native American/First Nations Gay and Lesbian Festival in Winnipeg, the term Two Spirit (niizh manidoowag) was coined.

The term Two Spirit allows Indigenous folks to talk about their identity in the context of their cultural identity, and to reject the colonial definitions of sexuality and gender.

## 1998 Blockorama: First Black Queer Space at Toronto Pride

Curated and organized by the community collective Blackness Yes!, Blockorama made its appearance as the very first black queer space in the Toronto pride festival. Blockorama showcases black queer and trans history, creativity and resistance.

## 1993 Supreme Court rules that refugees can apply based on sexual orientation

On June 30<sup>th</sup>, 1993 the Supreme Court ruled that gays and lesbians could apply for refugee status on the basis of facing persecution in their countries of origin. In a ruling regarding an unrelated 2SLGBTQIA+ case, the Supreme Court of Canada, in a landmark (and precedent-setting) decision, declared that sexual orientation should be seen as a "social group" within the context of determining convention refugee status. This ruling opened up the way for 2SLGBTQIA+ refugees to seek protection in Canada.

[Canada (AG) v Ward, [1993] 2 S.C.R. 699]

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# THE CORPORATION OF THE MUNICIPALITY OF MISSISSIPPI MILLS

## BY-LAW NO. 21-054

**BEING** a by-law to amend the Tax Rate By-Law No. 21-032

**WHEREAS** Section 312 of the Municipal Act, 2001 S.O. 2001, c.25 provides that the Council of a local municipality shall after the adoption of estimates for the year, pass a by-law to levy a separate tax rate on the assess in each property class;

**AND WHEREAS** Council passed the Tax Rate By-law No. 21-032 on April 20, 2021.

**AND WHEREAS** due to extenuating circumstances Council wishes to defer the installment due dates;

**NOW THEREFORE BE IT RESOLVED THAT** the Council of the Corporation of the Municipality of Mississippi Mills enacts as follows:

1. **THAT** Section 4, Installment Dates of By-Law No. 21-032 is replaced with the following:
  - a) The net amount of taxes levied by this By-law shall be due and payable in two equal installments. The installment due dates for all tax classes is Friday, August 27, 2021 and Thursday, October 28, 2021.

**BY-LAW READ**, passed, signed and sealed in open Council this 22 day of June, 2021.

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Christa Lowry, Mayor

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Cynthia Moyle, Acting Clerk

# THE CORPORATION OF THE MUNICIPALITY OF MISSISSIPPI MILLS

## BY-LAW NO. 21-055

**BEING** a by-law to authorize the signing of an Agreement between the Corporation of the Municipality of Mississippi Mills and Her Majesty the Queen in Right of Ontario Canada as represented by the Minister of Economic Development, Job Creation and Trade for the Province of Ontario for receipt of funding under the *Attracting Investment and Creating Jobs Act, 2012* (Ontario), the ***Eastern Ontario Development Fund program ("EODF")*** to assist regional/municipal/sectoral organizations in Ontario to support business investment and economic development in key sectors in Ontario.

**WHEREAS** the *Municipal Act, 2001* (Ontario), c.25 S.O. 2001, as amended, (the "Act") provides that a municipal power shall be exercised by by-law unless the municipality is specifically authorized to do otherwise;

**AND WHEREAS** the Council of the Municipality of Mississippi Mills deems it expedient to enter into an agreement with the Province of Ontario to provide funding for the development of Phase 3 of the Business Park project;

**NOW THEREFORE** the Council of the Corporation of the Municipality of Mississippi Mills enacts as follows:

1. **SHORT TITLE**

This By-law is short titled "Phase 3 Business Park Agreement with the Eastern Ontario Development Fund".

2. **AGREEMENT**

- (a) **THAT** the Mayor and Acting Clerk shall be and are hereby authorized on behalf of the Corporation of the Municipality of Mississippi Mills to execute an agreement between the Corporation of the Municipality of Mississippi Mills and Her Majesty the Queen in Right of Ontario as represented by the Minister of Economic Development, Job Creation and Trade for the Province of Ontario to receive funding under the Eastern Ontario Development Fund (EODF);
- (b) **THAT** Council commits to balance of funds required to complete Phase 3 of the Business Park lot development project;
- (c) **THAT** the Acting Clerk shall be and is hereby authorized to affix the corporate seal of the Corporation of the Municipality of Mississippi Mills to the said agreement; and

**BY-LAW READ**, passed, signed and sealed in open Council this 22nd day of June, 2021.

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Christa Lowry, Mayor

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Cynthia Moyle, Acting Clerk

## THE CORPORATION OF THE MUNICIPALITY OF MISSISSIPPI MILLS

### BY-LAW NO. 21-056

**BEING** a by-law to confirm the proceedings of the Council of the Corporation of the Municipality of Mississippi Mills at a **special** meeting held on the **22<sup>nd</sup> day of June, 2021**.

**WHEREAS** by Section 5(1) of the Municipal Act 2001, S.O. 2001, c.25 as amended, the powers of a municipal corporation are to be exercised by its council;

**AND WHEREAS** by Section 5(3) of the Municipal Act 2001, S.O. 2001, c.25 as amended, a municipal power shall be exercised by by-law unless the municipality is specifically authorized to do otherwise;

**AND WHEREAS** it is deemed expedient that the proceedings of the Council of the Corporation of the Municipality of Mississippi Mills at this meeting be confirmed and adopted by By-law;

**NOW THEREFORE** the Council of the Corporation of the Municipality of Mississippi Mills enacts as follows:

1. The action of the Council of the Corporation of the Municipality of Mississippi Mills at a **special** meeting held on the **22<sup>nd</sup> day of June, 2021** in respect of each recommendation contained in the reports of the Committees and each motion and resolution passed and other action taken by the Council of the Corporation of the Municipality of Mississippi Mills at its meeting is hereby adopted and confirmed as if all such proceedings were expressly embodied in this by-law.
2. The Mayor and Clerk of the Corporation of the Municipality of Mississippi Mills are hereby authorized and directed to do all things necessary to give effect to the action of the Council of the Corporation of the Municipality of Mississippi Mills referred to in the preceding section hereof.
3. The Mayor and Clerk are authorized and directed to execute all documents necessary in that behalf and to affix thereto the seal of the Corporation of the Municipality of Mississippi Mills.

**BY-LAW** read, passed, signed and sealed in open Council this **22<sup>nd</sup> day of June, 2021**.

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Christa Lowry, Mayor

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Cynthia Moyle, Acting Clerk