

University of Wisconsin–Madison





Diversity Forum 2018

Creating Gender-Inclusive Restrooms on Campus

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Materials & overview

Roadmap:

- Framing facilities access
- UW-Madison context
- Phase I
- Phase II & next steps
- Discussion

Google Drive: go.wisc.edu/2642s4

- Task force report & charges
- Board of Regents & UW-M policies
- Slides

GSCC site: lgbt.wisc.edu

- Restroom map & sign template

Physical Plant Customer Service
physicalplant.wisc.edu/customer-service/

- Service request process



Framing facilities access

Facilities access & accommodation- universal design

- Redundancy: all-gender and gender segregated
- Restrooms, locker and changing rooms, showers
- Across communities: TGNC, mobility access, changing tables

Local and national context

- WI: AB469 (2015), joined federal lawsuit (2016)
- Title IX: federal guidance offered and rescinded (2016)
- National: OSHA standards, GG v. Gloucester School Board (2018)
- Benchmarking efforts & institutions across higher ed
 - Big 10, UW System, public & private



Assembly hearing on AB 469 (2015)



Current interventions



Embedded Google map

	A	B	C
1	ADA accessible?	Place	Description
2	No	209 N Brooks St	1st floor, 2nd floor, 3rd floor. Not ADA accessible
3	No	215 N Brooks St	1st floor, 2nd floor. Not ADA accessible
4	Yes	333 E Campus Mall	4103, 4906, 9901. ADA accessible. 8906, 8907.
5	Yes	432 E Campus Mall	Room 126A - ADA accessible. Room 401 - not
6	No	445 Henry Hall	120. Not ADA accessible
7	No	620 Bascom Dr	108, 204. Not ADA accessible.
8	No	1645 Linden Dr	Science House, 2nd Floor. Not ADA accessible.
9	Yes	Agricultural Bulletin Building	102, 2nd floor, ADA accessible
10	Yes	Art Lofts	1141, ADA accessible
11	No	Birge Hall	B308, 247, 2nd floor & basement. Not ADA
12	No	Braceley Memorial Building	2nd floor, Room 208. Not wheelchair accessible.
13	Yes	Camp Randall Stadium	East side 5th floor, south end zone and west
14	No	Computer Science and Statistics	On office floors upstairs. Rooms 4329, 5329,
15	Yes	D C Smith Greenhouse	235, 305. ADA accessible.
16	Yes	Degepe Dining Hall	1st floor across from cafe. Wheelchair
17	Yes	Educational Sciences	1st floor and 4th floor. Rooms 457, 459. Not
18	No	Engineering Centers Building	2nd floor, Room 2072. Not wheelchair
19	No	Engineering Hall	3rd floor, Room 3118. Not wheelchair
20	No	Enzyme Institute	B265E, 3118. Not ADA accessible.
21	Yes	Fleet and Service Garage	112, ADA accessible.
22	No	Genetics-Biotechnology Center Bldg	B1230A, B1365A, Basement. Not ADA
23	Yes	Gordon Commons	1st floor on the right in between other
24	Yes	Health Sciences Learning Center	across from the bookstore. ADA accessible.
25	No	Helen C. White Hall	4237, 4th floor. Not ADA accessible.
26	Yes	Hiram Smith Hall	205, 305. ADA accessible.
27	No	Lathrop Hall	3rd floor and 5th floor. Room 301A and Room
28	Yes	Laid Bldg	2116, 5116NW Tower faculty: 6116, 7116, 8116,
29	No	Lewis G. Weeks Hall for Geological Sciences	178. Not ADA accessible.
30	Yes	LGBT Campus Center, Red Gym	1st floor. Wheelchair accessible. Labeled as "all-
31	Yes	McArdle Cancer Research Bldg	1016. ADA accessible.
32	No	Meat Science and Muscle Biology Laboratory	367. Not ADA accessible
33	No	Medical Sciences Center	6th floor and 7th floor. Room 604 and Room
34	No	Medical Sciences Center East	6750, 4740. Not ADA accessible.
35	No	Merlejohn House	309. Not ADA accessible.
36	Yes	Memorial Union	3rd floor, Room 330RR. Not wheelchair

Spreadsheet



Sign template



Why is this complicated at UW-Madison?

- UW-Madison has over 350 buildings. Many of these are so old that it would be very difficult physically and costly to upgrade to include gender inclusive restroom facilities.
- Funding for facility improvements is difficult to obtain and maintenance of existing facilities will always take priority.
- Campus politics and a slow-moving bureaucracy take time and effort to realize and institute change.
- As a State agency, UW-Madison is required to follow federal and state laws, as well as international building codes, that have yet to be updated to meet societal changes in regards to inclusive restroom facilities.




International Building Code (IBC)

- IBC requires that every building have designated gendered restrooms based on the number of men & women occupying building; the quantity of fixtures and signage of such is gender-based.
- IBC currently allows for single-user restrooms but does not recognize or provide direction on gender inclusive facilities.
- Occupancy surveys are required to assure we meet the IBC codes for gendered facilities and tell us if we can use single-user restrooms as gender inclusive restrooms without impacting the code required fixture counts by gender.

GIRF Task Force, Phase I

Charge from the VCFA & Provost:

- 1) Identify new standard signage. (Done!) 
- 2) Survey existing buildings & confirm single-user restrooms.
 - 54 buildings have existing single-user restrooms; 30+ surveys done
 - Fixture count & occupancy surveys to meet code requirements.
- 3) Replace/update existing signage where possible.
 - Signs are on order and being fabricated
 - Signage updates will begin this year.
- 4) Update FP&M Technical Guidelines for new construction. (Done!)





Phase II charge & next steps

Charge from the VCFA & Provost:

- 1) Review existing restroom use policies from peer institutions.
 - UW-Milwaukee, Univ. of California System, and more
- 2) Recommend language for a UW-Madison restroom use policy.
- 3) Recommend best practices for enforcement of the new policy.
- 4) Recommend a process for communicating the new policy to campus stakeholders.
- 5) Recommend a process for long-term planning for the conversion, renovation and construction of inclusive restrooms facilities on campus.



Draft policy: elements & impact

Addresses:

- Restrooms in renovated & new buildings
- Shower, locker, and changing rooms
- Changing tables
- ADA & ANSI guidelines
- Usage & protections

Staff & faculty:

- Knowledge of unit/department facilities
- Supplementary signage
- Flexible work/class schedules
- Supporting proposed policies & practices



Discussion

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Contact us!





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