University of Wisconsin–Madison
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- Title IX: federal guidance offered and rescinded (2016)
- Benchmarking efforts & institutions across higher ed
  - Big 10, UW System, public & private
Assembly hearing on AB 469 (2015)
Current interventions
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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