

# IOWA STATE UNIVERSITY

## Professional and Scientific Council

**Special Report to Council – December 6, 2018**

**FY19SP01 –Status of single user restrooms on the Iowa State University campus.**

**Report from: Katie Thorson, Peer Advocacy Committee Chair on behalf of the Professional and Scientific Council Peer Advocacy Committee.**

### **Background**

In FY18, the Peer Advocacy committee was involved in an initiative to develop and expand access to single user restrooms on campus. The project was an effort to address Council's FY18 Priority of Inclusion. Access to single user restrooms will meet the needs of staff, faculty, students and visitors who might need additional restroom privacy due to a variety of circumstances including: persons with caretakers, families in need of a non-gendered space, individuals with illnesses, and individuals who do not identify on the gender binary.

Our efforts resulted in the formation of an Inclusive Restroom subcommittee which was led by Carolyn Duven, member of the Peer Advocacy committee and nicci port, Project Director in the Office of the Vice President for Diversity and Inclusion. Other representation came from the following areas: Faculty Senate, Student Government, Office of Equal Opportunity, Center for LGBTQIA+ Student Success, Graduate and Professional Student Senate (GPSS), University Human Resources, and LGBTQIA+ Faculty and Staff Association.

The subcommittee conducted four subcommittee meetings throughout the FY18 academic year. We also met with other constituents around campus to explore the need for updated signage and visibility of existing facilities as well as the need for adding spaces across the University. Discussions focused on opportunities and potential complications to meeting these needs.

In a meeting with Associate University Architect, Dan Nutini from Facilities Planning and Management, we discussed existing language in the Facilities Design manual requiring new construction and large remodels to include single user restrooms (referred to as a family restroom in the manual). Additionally, we met with University Counsel to inquire how case law and plumbing code might influence the addition of single user restrooms on campus.

The subcommittee respectfully makes the following suggestions for future action around the expansion of access to single user restrooms. It is our hope that groups around the University interested in this area will incorporate the ideas and suggestions put forth by the subcommittee into their efforts.

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### Consideration for Future Action

- ❖ Assign maintenance ownership
  - The subcommittee respectfully suggests the Interim Senior Vice President for University Services should assign ownership of the coordination of annual/ongoing auditing and updating of spaces.
- ❖ Display location on Online Campus Map
  - Currently, there is a map of thirty gender-inclusive restrooms published on the Center for LGBTQIA+ Student Success website. The subcommittee would recommend an all-inclusive list be added to the online campus map. This could be done in conjunction with adding the lactation spaces to the online campus map as requested by Council in FY16.9 Motion: Sending the Iowa State University Lactation Spaces and Polices Proposal to University Human Resources for action.
- ❖ Annually maintain and update the campus map, which would involve learning how spaces were determined in the first place.
- ❖ Work with FP&M to ensure accurate signage is displayed.
- ❖ Identity the need for future facilities and resources, soliciting input for the Center for LGBTQIA+ Student Success and ISU Child Care and Family Resource Services.
- ❖ Act on information relevant to this topic area that is received through a variety of platforms including FP&Ms [facility problem report form](#), the Office of Equal Opportunity [barriers to access form](#), and CCRT [campus climate incident reports](#).
- ❖ Coordinate ongoing communication with ISU construction projects as they start. This would include monitoring notifications sent through the [receive project notifications](#) and reaching out with reminders to project managers to consider including these spaces.
- ❖ Explore resources and ideas for funding and space allocation to increase the number of single-user restrooms in existing spaces.
- ❖ Identify and act on needs other than lactation spaces/single-user restrooms as they are identified, i.e. religious practices considerations.
- ❖ Develop an educational campaign, including PSAs, literature, and an institutional statement, to promote existing facilities and the institution's support of inclusive spaces.
- ❖ Provide resources for trans\* staff members and those who identify outside of the gender binary on the UHR website

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OF SCIENCE AND TECHNOLOGY

TO: Professional & Scientific Council Representatives  
Facilities Planning & Management Leadership

FROM: The Office of the Vice President for Diversity and Inclusion; The Office of Equal Opportunity; The Margaret Sloss Women's Center; The Center for LGBTQIA+ Student Success; The Office of Student Accessibility Services; The University Committee on Disabilities

DATE: October 26, 2018

Professional & Scientific Council Representatives and Facilities Planning & Management,

The Office of the Vice President for Diversity and Inclusion, the Office of Equal Opportunity, the Margaret Sloss Women's Center, the Center for LGBTQIA+ Student Success, the Office of Student Accessibility Services, and the University Committee on Disabilities jointly offer this letter in support of the Professional and Scientific Council Peer Advocacy Committee's initiative to develop and expand access to single user restrooms on campus. We also echo the committee's desire that the location of these restrooms, as well as lactation rooms, be identified on the online campus map.

We also wish to extend our sincere gratitude to Facilities Planning & Management for their continued commitment to improving accessibility across campus. This is especially noted in the Design Manual requirements that mandate the inclusion of single user restrooms and lactation rooms in all new construction projects and major renovations.

While we understand that the current online campus map is under construction and has reached its capacity of layers that can be added, we sincerely hope that as a new map is developed and published online, the location of each single user restroom and lactation room be identified. The construction of these spaces positively impacts all of the ISU community and further promotes equity and inclusion. As such, we feel their locations should be easily identified on the campus map.

We are proud to offer this letter of support in recognition of the Professional and Scientific Council Peer Advocacy Committee's continued efforts to improve access to all members of our community, and we wish to extend our gratitude towards FP&M leadership and their support of universally designed spaces.

Sincerely,

The Office of the Vice President for Diversity and Inclusion  
The Office of Equal Opportunity  
The Margaret Sloss Women's Center  
The Center for LGBTQIA+ Student Success  
The Office of Student Accessibility Services  
The University Committee on Disabilities