

ALL-GENDER RESTROOM PROPOSAL

PRESENTATION OUTLINE

- Terminology to Know
- Definition and Importance of All-Gender Restrooms
- Argument for Multiple Stalls
- Common Questions and Concerns
- Facts and Statistics
- Proposed Locations and Map
- Communication and Education Plan
- Proposed Timeline
- Q&A

TERMINOLOGY TO KNOW

- **Transgender**
 - A broad term for people whose gender identity, expression, or behavior is different from those typically associated with their assigned sex at birth.
- **Cisgender**
 - A person whose gender identity aligns with their birth sex.

Sourced from the American Civil Liberties Union of Washington website

TERMINOLOGY TO KNOW

- **Gender Identity**
 - A person's internal sense of being male, female, or something else. **Note:** Because gender identity is internal, a person's gender identity is not necessarily visible to others.
- **Sex**
 - The classification of people as male or female (or intersex) based on a combination of bodily characteristics, including chromosomes, hormones, internal and external reproductive organs, and features that appear during puberty. **Not the same as gender.**

Sourced from the American Civil Liberties Union of Washington website

TERMINOLOGY TO KNOW

- **Gender Non-Conforming**

- A term for individuals whose gender expression is different from social expectations of masculinity and femininity.

Note: Not all gender non-conforming people identify as transgender, and not all transgender people are gender non-conforming.

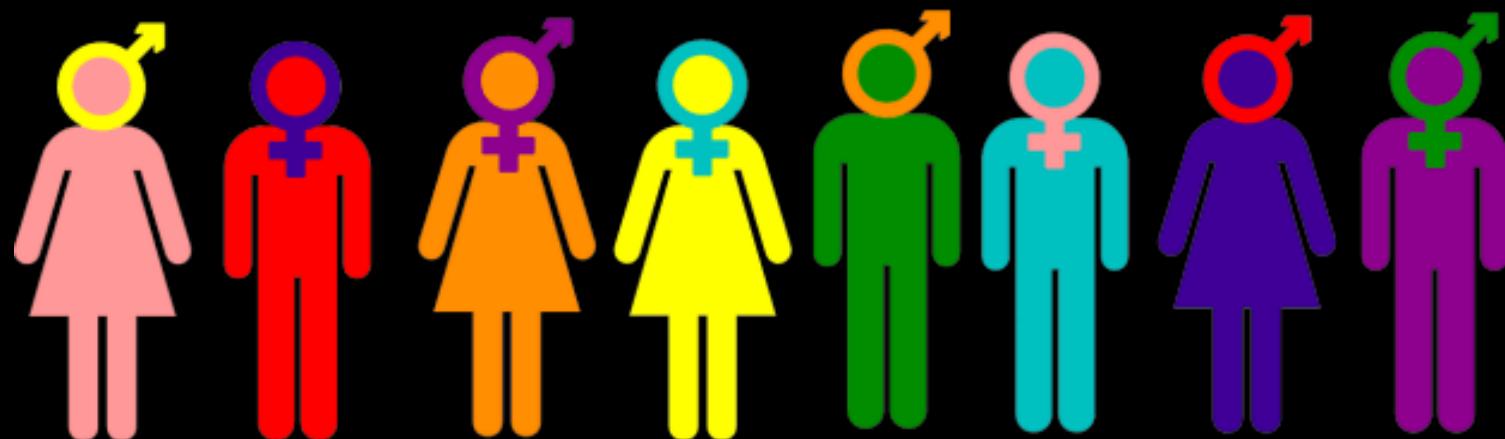
- **Genderqueer**

- A term used by some people who identify as neither entirely male nor entirely female. **Note:** This term is not a synonym for “transgender.”

Sourced from the American Civil Liberties Union of Washington website

WHAT IS AN ALL GENDER RESTROOM?

An all-gender restroom is...



...a restroom which is inclusive and accessible to people of **all** different gender identities.

WHAT IS AN ALL GENDER RESTROOM?

All-gender restrooms can come in the form of a single-stall room with a locking door or a multiple-stalled room with the same appearance as a standard restroom.



WHO CAN BENEFIT FROM ALL-GENDER RESTROOMS?

- Transgender and genderqueer individuals.
- Gender-nonconforming individuals whose appearance does not fit the 'norm' for their sex or gender.
- Parents with small children of a different gender.
- People with disabilities who may need of assistance from an attendant of a different gender.
- All students and staff, due to the increase in inclusivity, diversity, and awareness provided by all-gender restrooms.

WHY ARE ALL GENDER RESTROOMS IMPORTANT?

- Gender-nonconforming and transgender individuals often feel uncomfortable and face harassment or even assault in sex-segregated restrooms.
- Avoiding using the restrooms available out of fear results in:
 - **Dehydration** due to purposely not drinking enough liquids.
 - Increased risks of **kidney pain, kidney dysfunction, and urinary tract infections** due to “holding it in.”
- The stress associated with these risks can affect overall well-being and academic/work performance.

WHY ARE ALL-GENDER RESTROOMS IMPORTANT?

- All-gender restrooms also benefit the student body by:
 - Acknowledging the reality of multiple gender identities outside the binary of male and female.
 - Not forcing anyone to align themselves with a binary gender in order to use the restroom safely, creating a more progressive and positive environment for people of all identities.
 - Making a clear, visible effort to create a safe and welcoming environment with options available for **all** students, staff, and faculty.

WHY MULTIPLE STALLS?

- **Single-stalled restrooms:**

- Can only be used one person at a time, which limits accessibility. Also create waiting lines and unnecessary pressure.
- Would be significantly more expensive and time-consuming to construct additional single-stall restrooms.

- **Multiple stalled restrooms:**

- Maximize accessibility and efficiency by offering a usable space to multiple people at any given time.
- Converting these restrooms is much simpler and more cost-effective.

WHY MULTIPLE STALLS?

Single stall restrooms reaffirm idea that:

- People who are ‘different’ require special provisions that separate or isolate them from their peers.
- This can create additional stress and negative feelings for students who don’t feel comfortable using traditional sex-segregated restrooms.
- These restrooms are also often difficult to find, putting an additional burden on these students.
- Providing a more inclusive option for students who don’t feel comfortable using sex-segregated restrooms supports the College’s Mission and Community Standard Statement.

COMMUNITY STANDARD STATEMENT

“Injustice anywhere is a threat to justice everywhere. We are caught in an inescapable network of mutuality, tied in a single garment of destiny. Whatever affects one directly, affects all indirectly...”

Rev. Martin Luther King, Jr.

COMMUNITY STANDARD STATEMENT

“Shoreline Community College is a place for students, employees, and the community to pursue excellence in education in an environment dedicated to equity, inclusiveness, and self-reflection. We value respectful, dynamic interactions and lively discussion. **We strive to create an environment where everyone is supported and valued.** Shoreline Community College does not tolerate hateful, violent, or discriminatory actions that target any person or group based on their beliefs, customs, identity, or affiliations. When one of us is diminished, all of us are diminished. “

COMMUNITY STANDARD STATEMENT

"It is our core value that
everyone who comes to this
campus feels respected and
supported."

-President Cheryl Roberts

COMMON QUESTIONS AND CONCERNS

Question: Will this type of restroom environment be more dangerous, particularly for women and children?

Answer:

- There have been no reported increases in harassment or assault with the introduction of all-gender restrooms on any campus in the area.
- The risk of assault that people who are transgender, gender non-conforming, etc. face in sex-segregated restrooms is far higher than any risk posed by implementing all-gender restrooms on-campus.

QUESTIONS AND CONCERNS

Question: Does this mean that traditional gender-segregated restrooms won't be available on-campus anymore and everyone will need to use all-gender restrooms?

Answer: No.

- This project will simply create an additional option on-campus so that **everyone** will have options that they feel safe and comfortable using.
- No one will ever be forced to use an all-gender restroom and the majority of restrooms on-campus will remain unchanged.

QUESTIONS AND CONCERNS

Concern: Transgender people are a minority on-campus. Why should the school spend extra time and resources to provide for such a small population?

Answer: Creating a safe space for all students is crucial.

- In addition, many other groups would benefit including parents with children of different genders, students with disabilities who need attendants, cis-gendered students who are androgynous or gender non-conforming, etc.

QUESTIONS AND CONCERNS

Question: What is the difference between creating an all-gender restroom and allowing individuals to use the restroom that coordinates with their gender identity?

Answer: Allowing individuals to use the sex-segregated restrooms that they identify with is required by WA state law.

- **However**, this still forces people to align themselves with one of the two binary genders.
- These individuals also face a very high risk of harassment in traditional restrooms, even if they have a legal right to be there.

FACTS & STATISTICS

- The estimated gender non-conforming, genderqueer, and transgender population of SCC is around 4% any given quarter.
- Between 40-60% of gender non-conforming and transgender individuals face harassment or discrimination in public restrooms.
- In one of the largest surveys of transgender adults, up to 70% reported that they have faced harassment in public facilities.

FEEDBACK FROM OTHER SCHOOLS

- Representatives from Edmonds CC, UW, and Everett CC have noted that many students feel that only having a couple of single-stall all-gender restrooms is **not enough**.
- Institutions with multiple-stall all-gender restrooms generally experience few, if any complaints of harassment related to the restrooms.
- The University of Washington has had two multiple-stall all-gender restrooms in place since 2011. They have reported **zero incidents of harassment or assault** in these restrooms since their installation.

PROPOSED LOCATIONS

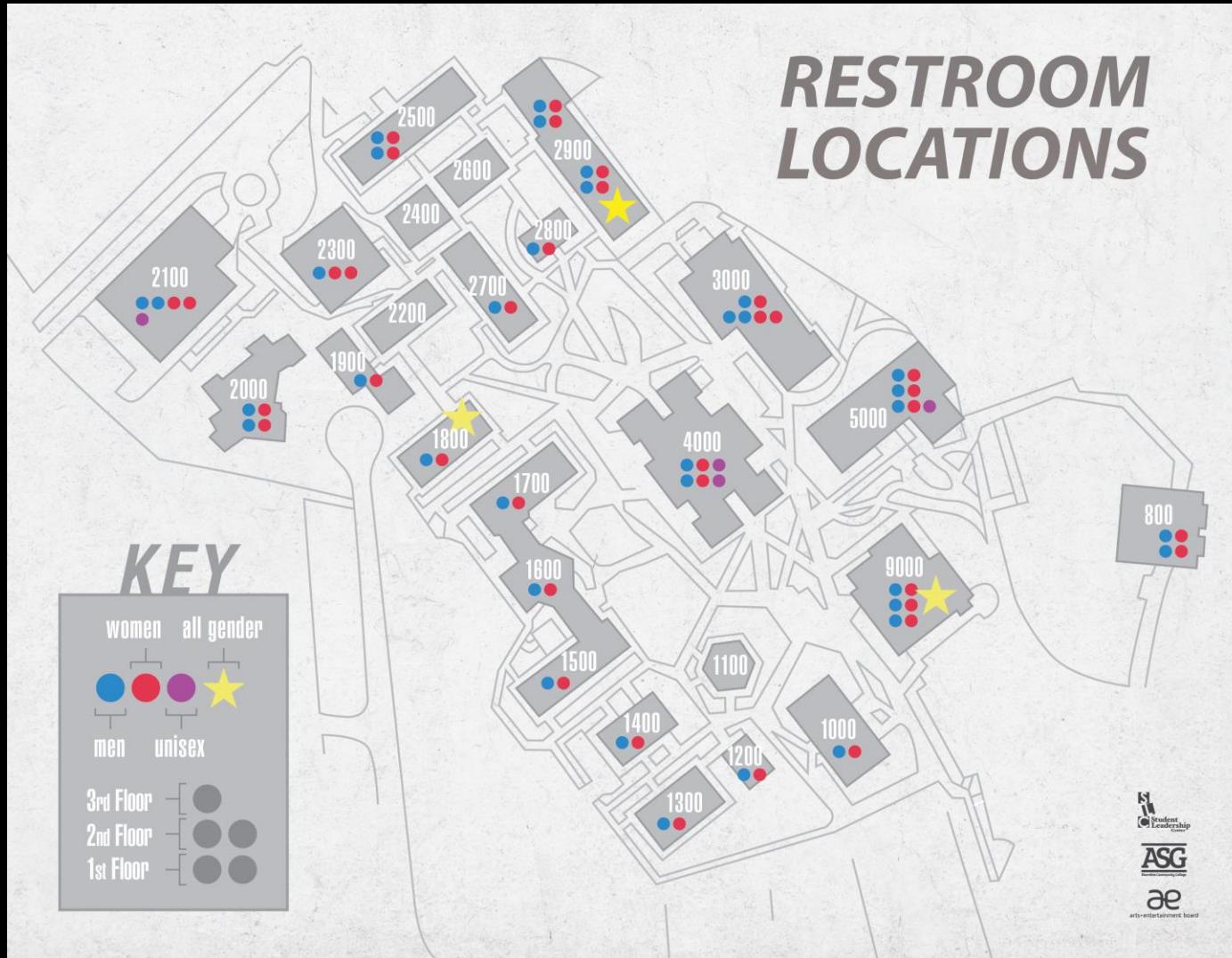
We are proposing to implement all-gender restrooms in three locations on-campus, by converting existing multiple-stall restrooms.

Suggested Locations:

- Both restrooms on any floor in the PUB (9000 Building)
- One restroom in the 1800 Building
- One restroom in the 2900 Building

Using these locations will ensure that the all-gender restrooms are easily accessible from all ends of the campus.

MAP OF PROPOSED LOCATIONS



BUDGET AND CONSTRUCTION INFORMATION

It is much more cost effective to convert a regular, multiple-stall room than to build new single-stall spaces.

- **Converting Existing Women's Restrooms:**
 - No cost or time, only signage.
- **Converting Existing Men's Restrooms:**
 - Order new privacy stall dividers
 - Order/Delivery Time:** Up to 8 weeks
 - Construction Time:** 4 weeks
 - Construction Cost:** About \$10,000

RECOMMENDED SIGNAGE OPTIONS



COMMUNICATION AND EDUCATION PLAN

- **Open Forum:** A forum on gender identity and the importance of all-gender restrooms will be scheduled to take place in mid-April. All students and interested faculty or staff will be strongly encouraged to attend.
- **Signage/Maps:** Provide clear signage on all converted restrooms and also widely distribute maps that highlight where the restrooms are available. All-gender restrooms will also include signs/maps that point the way to the nearest “traditional” restrooms and vice versa.

COMMUNICATION AND EDUCATION PLAN

- **Posters, etc.:** In addition to actual bathroom signage, the Student Leadership Center will create posters, flyers, sandwich board signs, etc. to announce the change, including brief information about why the restrooms are being added and where they can be found.
- **Web Presence:** A webpage will be created on the Student Leadership Center website with information about the project including this proposal, links to sources and research, testimonials, pictures, frequently asked questions, and contact information.
- **Host Unveiling Ceremonies/Events**

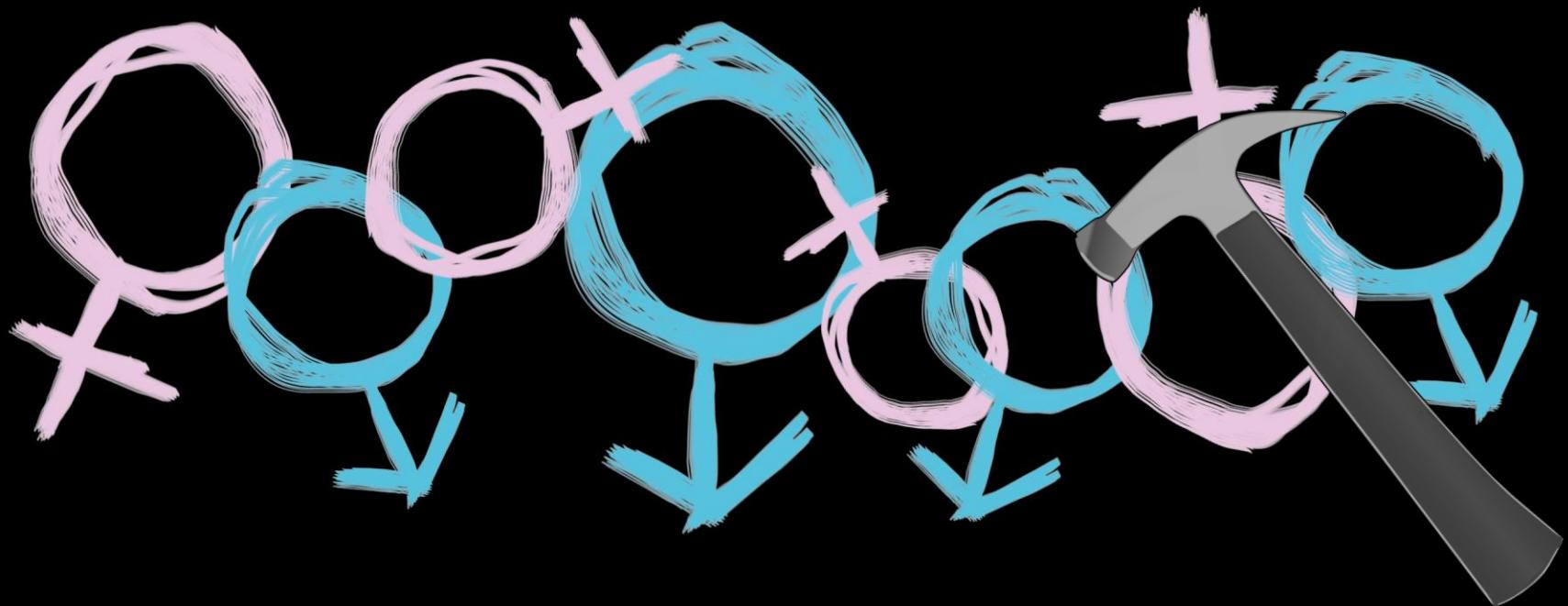
COMMUNICATION AND EDUCATION PLAN

- **Social Media Campaign:** Events and forum will be promoted with a social media hashtag, event pages on Facebook, etc.
- **Letter to Campus Community:** An announcement/letter to the campus community will be sent out to campus email lists and lister serves, including information about all events and a link to the new webpage.

PROPOSED TIMELINE

- **April 4th, 2016:** ASG Board Proposal and Vote
- **April 5th, 2016:** College Council Proposal and Vote
- **April-May 2016:**
 - Educational open forum
 - Create webpage, video, posters, etc.
 - Letter to campus community
 - Social media campaign
 - Plan unveiling events
- **May/June 2016:** Unveiling Events Activities
- **Fall Quarter 2016:** Education and publicity activities for Welcome Week
- **End of Fall Quarter 2016:** Feedback Survey

Q&A



#breakingthebinary

#translivesmatter

#SCCsetsthetrend