

## Summary of Notes from 5/30/2018 Meeting

Monitoring Team Attendees: Eileen Lower, Laura Haave, Barb Tousignant, Chris Dallager,  
Marty Baylor (Convener)

Other Attendees: Andrea Robinson, Carolyn Livingston, Steve Spehn, Fred Rogers

### 1) Lobby for changes to the MN Building Code

- Steve Spehn reported that MN code now allows all gender restrooms to count towards the minimum number of restrooms as long as they are also ADA accessible. Steve has checked this with the Northfield building inspector and he agrees with Steve's reading of the code.
- The Monitoring Team wanted to know why it seems that there are many restaurants that only have gender neutral restrooms. Steve stated that there is an exception for businesses/restaurants with fewer than a certain number of employees.
- Follow-up/Action items:
  - None. This issue appears to be resolved!

### 2) Facilities, Residential Life, and PEAR will conduct an Audit of our current facilities to assess the following:

- During spring break, a small army of students completed an audit of all bathrooms on campus. There may need to be some follow-up work to gain additional information on some bathrooms. The audit focused on getting the information that CEDI requested. Steve Spehn presented a powerpoint presentation detailing the findings of the audit. An executive summary of the powerpoint is provided with these notes. Here are some big picture findings:
  - There are 403 bathrooms on campus. 187 are academic or administrative buildings. 216 are in residence halls.
  - 48 restrooms are ADA compliant and are properly signed as such. 31 restrooms are ADA compliant, but not signed as such. 50 restrooms are not ADA compliant, but are signed as ADA compliant (see next bullet for details on this situation), 274 restrooms are not ADA compliant and are properly signed as non-compliant.
  - There are 63 restrooms that are partially ADA compliant that can be made fully ADA compliant without structural modifications to the space (i.e., does not require moving walls). We do not have cost estimates for what renovation of these spaces would cost. We cannot assume that just because a restroom does not require structural changes that the modifications to achieve compatibility are inexpensive. Facilities suggests prioritizing restrooms in spaces where the cost is reasonable and provides an ADA accessible bathroom in a high traffic space and/or doesn't have another ADA accessible restroom nearby.
  - There are 192 gendered restrooms, 180 officially designated All Gender Restrooms and 31 unofficially designated All Gender Restrooms (i.e., homemade temporary signage).
  - There are 12 single-user restrooms that ADA compliant and therefore can be converted to all-gender restrooms without any changes to current building codes.
- There are some restrooms that are designated as accessible that are not considered accessible by today's building codes. We assume this is because they were compliant with the accessibility codes at the time they were built. However once the restrooms are designated as accessible, they are not re-assessed when new building codes are adopted because they are grandfathered into the building codes when the restrooms were built. We do not have access to these older codes. It is also not common practice to reassess bathrooms every time the building code changes because of the time and money involved. Carleton may want to consider doing periodic assessments, say every 10 or 15 years, to see if there are substantive changes in code that would increase usability of select accessible bathrooms that are grandfathered into older codes. This is not a recommendation to constantly renovate all bathrooms if there is a change to building code, but rather to determine whether it makes sense to renovate some subset of bathrooms as part of a planned renovation to meet newer building codes.
- Follow-up/Action items:
  - Settle on a signage for all gender restrooms during the summer. (See item 5 below.)
  - Re-sign every gendered, single-stall, restroom that is already ADA accessible as All Gender by the time fall term starts. There are roughly 12 restrooms that fall into this category.

- Re-sign bathrooms that are ADA compliant, but are not signed as such.
  - Facilities needs to do cost estimates for bringing bathrooms up to code. Facilities will prioritize estimates for bathrooms that do not require structural changes (63 bathrooms). Note this does not mean that the costs to bring these bathrooms up to ADA accessible codes will be inexpensive. But renovations of these bathrooms are likely to cost less than bathrooms that require structural changes.
  - Facilities will remove all unofficial signs. If unofficially signed restrooms are able to be signed as All Gender under current codes, then facilities will replace them with official All Gender restroom signs. The Monitoring Team suggests that where it makes sense, Facilities should contact those individuals responsible for the areas where the unofficial signs are placed to inform them of what is going on. This would mean contacting affected department chairs and staff where the temporary signage would be removed.
  - One topic not discussed but of interest to the Monitoring Team is what should we do with restrooms that are improperly signed now?
- 3) Develop plans for changes to existing facilities
- Now that the audit is complete, Facilities needs to do cost estimates in order to develop a plan for bringing bathrooms up to code.
  - Facilities will prioritize estimates for bathrooms that do not require structural changes (63 bathrooms). Note that no structural changes does not mean that the costs to bring these bathrooms up to ADA accessible codes will be inexpensive. Facilities may not be able to modify all of these restrooms in the near future to make them accessible. It depends on what needs to be done.
  - Follow-up/Action items:
    - Priority: Facilities will look into what needs to be done to bring up to code bathrooms that are not ADA compliant and do not require structural changes. Facilities will provide cost estimates for renovating these restrooms to make them compliant and make recommendations of which restrooms to complete first.
    - Future: Facilities will look into what needs to be done to bring restrooms that need more substantial renovation (i.e., requires structural changes) up to code. Facilities will provide cost estimates and recommendations for renovating these spaces.
- 4) Empower facilities and Residential Life to change the designation of restrooms
- Andrea Robinson attended today's meeting to shed light on current practices and policies in Residential (Res) Life.
  - The biggest issue surrounding all-gender restrooms in student living spaces is related to first-year students. Because upper-class students have much more choice in where they live, they can arrange to live in spaces that meet their restroom accessibility and inclusivity needs.
  - There are multiple places on the first-year student housing request form where students can indicate that they have a preference for a certain type of bathroom situation (either gendered or all-gender). Whenever a student expresses a specific restroom preference whether it is on the form or after they arrive at Carleton, they are accommodated.
  - All students who apply to live in the Experiential Living-Learning Community who express a desire for an all-gender restroom have a conversation with Andrea about the bathroom situation they will be entering before committing to live in that situation.
  - Res life has no official policy around changing the designation of restrooms.
  - At roughly the beginning of each term, RA's can bring up the idea of changing the gender-designation of restrooms during Study Breaks (organized by the RA's, but unofficial Res Life events), especially if members of the floor request the discussion. Res Life (as an office of the college) has stayed out of these discussions. As first-year students adjust to their spaces and their opinions evolve throughout their time at Carleton, some first-year students feel more comfortable with the idea of All Gender Restrooms by the end of their first year at Carleton.
  - There is a significant difference in comfort when first-year students live in spaces with a separate shower area from the sink/toilet area and spaces where sink/toilet/showers are in a common area and the showers are curtained rather than a more private stall with a door.

- Andrea was unaware (and disturbed) by the messaging that suggested that students who wanted gendered restrooms had full veto power on changing the designation of restrooms to all gender if the change was something desired by the majority of the floor. She will think of ways to change this perception.
  - Follow-up/Action items:
    - Marty and Andrea are going to meet over the summer to discuss ways to change this messaging around changing restroom designation with the goal of having something in place by the fall term.
- 5) Standardize the signage
- Steve Spehn presented several designs. The proposed signs have “Restroom” written along the bottom. ADA accessible restrooms will use a standard ADA symbol. There is currently no symbol that indicates all gender expressions may use the restroom.
  - There was a discussion regarding having some image on the sign to indicate that a restroom is All Gender that does not include any gendered symbol and does not include an image of a toilet.
  - Follow-up/Action items:
    - The monitoring team will work with facilities to finalize the signage for All Gender and ADA accessible restrooms over the summer so that straightforward changes in signage can be done before the Fall term starts.
- 6) Post List of Bathroom Locations
- Did not discuss.
- 7) Post Directional Signage.
- Did not discuss.
- 8) Address this issue through College policies on non-discrimination
- Did not discuss.
- 9) Integrate all-gender and ADA-compliant restrooms in new construction and major renovations.
- Did not discuss.
  - Follow-up/Action Items (Tabled from Feb Meeting):
    - Fred and/or Steve, can you provide a list of upcoming projects in the next 2 years that will include all-gender and ADA-compliant restrooms. If you know the numbers of each type of restroom in each building, that would be great.
- 10) Consider the feasibility of including upgrades of all-gender and ADA-compliant restrooms in non-major renovations.
- Did not discuss.
  - Follow-up/Action Items (Tabled from Feb Meeting):
    - Fred and/or Steve, can you provide a list of non-major renovations for the last 2 years that fall into these two categories specifically for all-gender and ADA-compliant restrooms.
- 11) Communication to Carleton community
- Follow-up/Action Items:
    - Marty will type of Monitoring Meeting Notes and share with attendees for additions and clarifications.
    - Marty will send the Monitoring Meeting Notes to the CEDI chairs for further dissemination.