

University of Calgary Inclusive Washroom Policy Proposal

Prepared by the Graduate Students' Associations Gender and Sexuality Alliance
(GSA²) Subcommittee



***Inclusive washroom in Hunter Student Commons at the University of Calgary.**

Photo Credit: V Strategies

Objective and Rationale

'At UCalgary, our policies, programs, resources and strategies seek to create an equitable, diverse, and inclusive campus that is accessible to all and free from harassment, bullying and discrimination.'

<https://www.ucalgary.ca/sustainability/our-sustainable-campus/equity-diversity-and-inclusion>

Based on the statement above The University of Calgary is striving to create an accessible campus for its students, staff, faculty, and visitors. However, for many students, campus washroom facilities are not inclusive or accessible.

Terms:

Gender Inclusive: Non single gendered washroom facilities.

Accessible: Barrier free washroom facilities (including but not limited to larger stalls, lower mirrors and sinks, grab bars for support, mirrors and sinks in the stall).

To continue fostering an equitable, diverse, and inclusive campus, the University of Calgary (UCalgary) must introduce more inclusive washrooms. In April 2023, the Gender and Sexuality Alliance Subcommittee of the Graduate Students Association (GSA²) sent graduate students a survey assessing the inclusivity and accessibility of UCalgary's current washroom facilities (survey results presented in Appendix A). Less than half of respondents (43%) responded that the current washrooms were 'at least somewhat inclusive'. These results demonstrate that the majority of UCalgary graduate students do not find the current washroom facilities to be inclusive. The survey respondents provided their ratings of top features that they feel make bathrooms inclusive. The results were used to inform our recommendations below.

Recognizing the importance of providing equitable facilities for all members of the campus community, GSA² proposes the introduction of a comprehensive, inclusive washroom policy designed to ensure that UCalgary washrooms meet the diverse needs of students, faculty, staff, and visitors.

Who Benefits from Inclusive Washroom Facilities

- Transgender and Gender Diverse Individuals
- Parents with children
- Individuals with limited mobility
- Individuals with caregivers
- Individuals who desire additional privacy

Together with several organizations on campus (Appendix B), GSA² proposes that the University of Calgary implements the following policies related to inclusive restrooms:

Recommendation 1: Explicit Statement of No Bathroom Policing

UCalgary should explicitly state the University's support for individuals to continue using the washroom facility that aligns best with their gender identity. Bathroom policing (restricting access based on someone's perceived gender) is currently not, and has never been, a standard practice at UCalgary. As such the University's explicit statement of support would help prevent bathroom policing and promote inclusivity. To further eliminate bathroom policing and improve privacy, the University is encouraged to transition to installation of single user washroom facilities with sinks and mirrors in the stall.

Recommendation 2: Include Gender-Neutral Washrooms in Each Building

To accommodate the diverse gender identities within our community, we propose that UCalgary provides male, female, and gender-inclusive washrooms in each building on every UCalgary campus (Main, Foothills, Downtown, and Spy Hill campus). Further, the University should ensure that all retrofits and renovations in existing buildings include plans to install inclusive washrooms. The majority of our survey respondents identified that having male, female and gender-inclusive washroom options is most inclusive. Offering a choice of washroom facilities in each building will help to create a more welcoming and inclusive environment for everyone on campus.

Recommendation 3: Improve Washroom Features

The top four identified washroom features to increase inclusivity were floor to ceiling stall doors and walls, hooks, and waste receptacles in each stall, and changing tables in each washroom facility. As such, we propose the inclusion of floor to ceiling stall doors and walls, hooks, and waste receptacles in each stall are design features that allow for more private and comfortable facilities and promote a sense of security in all bathrooms. Adding changing tables to each washroom facility (regardless of sex/gender) further promotes inclusivity and accessibility in UCalgary facilities.

Recommendation #4: Improve Accessibility to Inclusive Washroom Facilities

To ensure students, faculty, and staff are aware and informed, we propose that this inclusive washroom policy is posted on the Office of Equity Diversity and Inclusion's website, specifically the LGBTQ2S+ Guide to Resources and Information page (<https://www.ucalgary.ca/equity-diversity-inclusion/literacy-and-education/lgbtq2s-guide>). The University should also update its list of existing gender-inclusive restroom facilities at UCalgary (Appendix C), including a list for the Foothills, Downtown, and Spy Campus, and provide a map of existing gender-inclusive restroom facilities at all UCalgary campuses. The University should also create and post a list of accessible washrooms (for those with limited mobility who may need extra space). This will ensure students, faculty and staff are not left searching for a washroom that suits their preferences and needs. The above-mentioned recommendations will make UCalgary's commitment to equity, diversity, and inclusion clear and provide facility users with more information about where to access inclusive washrooms.

Conclusion:

In conclusion, UCalgary can, and must, take concrete steps to further increase the accessibility and inclusivity of the current campus bathrooms. Many Canadian post-secondary institutions have already implemented inclusive bathrooms policies (Appendix D) and GSA² calls on UCalgary to do the same. By providing gender-inclusive facilities, enhancing privacy measures, and incorporating specific design features, UCalgary can create an environment where everyone feels included and respected.

Appendix A: Graduate Student Washroom Inclusivity Survey Questions and Results

Question 1: How inclusive do you feel the restrooms at UCalgary are currently?

Very inclusive (14.29%)

Somewhat inclusive (29%)

Neutral (23.81%)

Somewhat discriminatory (21.21%)

Very discriminatory (11.69%)

Question 2: On a scale of 1-5 (1 being least improvement, 5 being most improvement) how would you rate these alternative design features on how they improve inclusivity?

Hooks in each stall (4.06)

Floor to ceiling stall walls (3.86)

Waste receptacles in each stall (3.80)

Infant change tables (3.56)

Sinks within stalls (3.19)

More than one entry/exit (2.81)

Mirrors within stalls (2.81)

Counterspace closer to toilets (2.74)

Larger stalls that accommodate more than one person (2.69)

Question 3: Open Ended – What other alternative design features would you suggest to improve inclusivity in future bathrooms that are built on campus?

Question 4: Open Ended – What are the most immediate updates to restrooms that the University can make to make them more inclusive?

Question 5: Do you have any other questions, thoughts, or concerns?

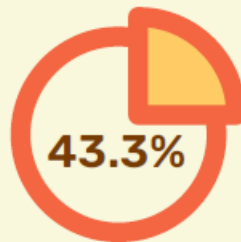
BATHROOM POLICY AT UCALGARY

Results of the April 2023 Survey

What is it?

In April 2023 [GSA]² sent graduate students a survey to assess the inclusivity of bathrooms at UCalgary. Here are the results:

231 Students responded



Less than half, or only 43.3%, of students reported that the current bathrooms on UCalgary campus are at least 'somewhat inclusive'

Top 4 Bathroom Design Features that Students Reported Would Improve Inclusivity



1. Floor to ceiling stall walls and doors



2. Hooks in each stall



3. Waste receptacles in each stall



4. Infant change tables in each bathroom

What Washroom Options are Most Comfortable for Students?

Respondents indicated that they are most comfortable when there are **both gendered and gender neutral options** available. This allows for **everyone** on campus to choose a washroom option that is most comfortable and inclusive for them.



Currently there is a lack of gender neutral bathrooms on the UCalgary campus

Next Steps



Meet with groups interested in collaborating on creating more inclusive facilities at UCalgary



Together with input from other groups on campus, propose an inclusive bathroom policy to UCalgary Facilities

If you're interested in collaborating please reach out to [GSA]² at gsa2.gsa@ucalgary.ca



Appendix B: Signatures of Support

Appendix C: List of Existing Gender Inclusive Washrooms

Main Campus

Education Classroom Block (Single Stall)

- 381W

Energy Environment Experiential Learning (Single Stall)

- 118W

Kinesiology Building A (Single Stall)

- A163W

MacEwan Student Centre (Multistall)

- 206W

MacEwan Student Centre (Single Stall)

- 487W
- 489W

Mathison Hall (Single Stall – 6 stalls in each, 3 have toilets, 2 urinals, 1 wheelchair accessible stall with toilet)

- (121 and 123W single stall washrooms with shower – open room with lockable door)
- 112W
- 212W
- 312W
- 412W

Professional Faculties (Single Stall)

- 3229W
- 1223W
- 1244W
- 1245W
- 2247W

Science A (Single Stall)

- 131W
- 133W

Science B (Single Stall)

- 113W

Scurfield Hall (Single Stall – lockable door)

- 293W
- 393W

Foothills Campus

Health Research Innovation Centre (Single Stall)

- BA05W
- BA11W
- HSC G313W
- HSC 1496W
- HSC 1497W

Spy Hill Campus

Clinical Skill Building

- 111W, 113W, 115W, 117W (Single Stall)
- 131B (small change locker room)
- 180W, 181W (multi stall washrooms)

Downtown Campus

- DTC 116

Appendix D: Inclusive Washroom Policies and Statements on other

Canadian University Campuses

UAlberta - <https://www.su.ualberta.ca/media/uploads/638/GIWProp.pdf>

University of British Columbia - <https://equity.ubc.ca/resources/gender-diversity/inclusive-washrooms-changerooms/>

Western University - https://www.uwo.ca/hro/doc/inclusive_washrooms.pdf

Dalhousie University - https://cdn.dal.ca/content/dam/dalhousie/pdf/campuslife/studentservices/healthandwellness/LGBTQ/A-G_Restrooms_March_28,%202017.pdf

University of Regina - <https://lists.uregina.ca/sympa/arc/president/2013-02/msg00007.html>

University of Toronto - Mississauga Campus - <https://www.utm.utoronto.ca/edio/washrooms-campus#:~:text=All%2Dgender%20washrooms%20provide%20inclusive,or%20those%20with%20young%20children.>

Toronto Metropolitan University - <https://www.torontomu.ca/equity/resources/inclusive-signage-all-gender-washrooms/>

Queens University - <https://www.queensu.ca/secretariat/policies/administration-and-operations/gender-neutral-washrooms-policy>

McGill University - <https://www.mcgill.ca/equity/resources/gender-sexuality/gender-inclusive-washrooms>

University of Victoria - <https://uvic.ca/info/accessibility/all-gender-washrooms/index.php#:~:text=Washrooms%20should%20be%20safe%20and,in%20many%20buildings%20at%20UVic.>

Nipissing University - <https://www.nipissingu.ca/departments/vpfa/facilities/all-gender-washrooms>

Memorial University - <https://www.mun.ca/student/student-supports-and-services/respectful-campus-community/sexual-and-gender-diversity/trans-and-gender-diverse-students-guide/#:~:text=All%20Gender%20Washrooms%20at%20Memorial,washrooms%20available%20throughout%20the%20St.>