Spring 2016 Campus Update:
Childcare | Diversity Center | Lactation Rooms
Reflection Space | Restrooms

The following information was discussed at the May 23, 2016 campus update meeting on issues related to the campus diversity action plan and issues raised by staff, faculty and students. This meeting was held to give interested parties an update before the 2015-2016 academic year was over. Quarterly updates will be provided on the campus diversity, diversity council and student affairs pages each quarter.

Childcare

- **Childcare Director**- The Parent Union has recommended UW Bothell hire a childcare director to function like Amy Hawkins at the Seattle campus; search for possible childcare solutions and services for our campus students, staff and faculty.
- **Onsite Childcare**-The Parent Union has proposed different childcare scenarios; preschool, co-ops, partnerships or even drop-in to be used by parenting students staff and faculty. Traditional non-parenting staff, faculty and students for academic practicum experience can also use these options.
- **OE/HR will Integrate Family and Childcare resources**- Provide resources for parenting students in the quarterly syllabi provided to students at the initiation of each quarter. The idea extended to student, staff and faculty orientations. The Parent Union recommends that resources are marketed a lot better to students, staff and faculty and they are integrated in multiple places on campus from cyber spaces to physical fliers and banners on campus.
- **Lactation Rooms**- The Parent Union recommends the implementation of follow-up conversations with students, staff and faculty to make sure that the rooms are accessible and functional for the purposes it is intended for.
- **Advisory Committee**- In order to integrate Diversity The Parent Union also recommends that the advisory committee initiated this academic year be continued in the next academic year in a way that is inclusive of Diversity within its members to allow equity in the decision making and participation within the committee. The committee will work on continued childcare conversations and solution.

For more information, contact Parent Union co-presidents: Jessica Cole, vcr626@uw.edu and Ruth Medina, medinar@live.com.

Diversity Center

**Diversity and Equity Steering Committee** identified and charged with the following goals.

- Develop a plan for receiving input broadly from the campus community on the goals and purposes of a diversity and inclusion center, including identifying the key stakeholders whose participation would be essential to this conversation;
- Based on this feedback, develop a goal and purpose statement for the temporary diversity and inclusion center – What do we want from a diversity and inclusion center?
- Develop a plan for implementing those goals and purposes, including projected activities, staffing, and budget – Who is a diversity and inclusion center for, and what will it do? How will it be funded? How will it be staffed?
  - What is the plan for the immediate future?
What is the plan for the five-year period?

- Based on projected activities, identify space needs; work with Office of Space Planning to identify possible locations for the temporary diversity and inclusion center;
- What are the space needs for the immediate future?

Next steps:

- Steering Committee scheduling first meeting – Currently scheduled for June 3, 2016
  - Will confirm the timeline and discussions throughout the process
  - Composition of the Committee
    - Dom Juarez
    - Armaan Singh
    - Oneira Gonzalez
    - Omar Gonzalez
    - Wayne Au
    - Kari Lerum
    - Dorothy Baumgartner
    - Dorothy Baumgartner
    - Omar Gonzalez
    - Wayne Au
    - Kari Lerum
    - Dorothy Baumgartner
    - Omar Gonzalez
    - Wayne Au
    - Kari Lerum
    - Dorothy Baumgartner
  - Consultant schedule and visits will include:
    - Visit to campus to meet key institutional actors and conduct focus group interviews
    - Develop document for steering committee review
    - Prepare vision and implementation plan
    - Open forum to campus to review

For more information, contact George Theo, gtheo@uw.edu, 425 352-3326

**Lactation Rooms**

UW Bothell transitioned the following spaces to dedicated lactation stations effective Thursday, May 5, 2016. This is in response to our growing population and increased need as well as the RCW 43.70.640 which encourages state and local governmental agencies to consider the benefits of providing convenient, sanitary, safe, and private rooms for mothers to express breast milk.

- Founders Hall (UW1) 128
- Commons Hall (UW2) 336

The campus community can find information on room scheduling, contacts, and amenities on UW Bothell Lactation Station website (http://www.uwb.edu/admin/services/lactation-station). This link can also be found on the Student Affairs resource page (http://www.uwb.edu/studentaffairs/resources/student-parents).

For more information, contact Therese Grant, thgrant@uw.edu, 425-352-5404

**Reflection Space**

The Reflection Room is located in UW1-007 and managed by the Department of Student Engagement & Activities. It is an open use space for the University of Washington Bothell community to seek quiet time for meditation and reflection. No reservation is needed to utilize the Reflection Room, and the room is available during the university hours. For full details, visit http://www.uwb.edu/sea/studentspace or email sheltonl@uw.edu with any questions
Restrooms

Phase I (May/June 2016)
Resource Development
1. Washington Administrative Codes

WASHINGTON STATE BUILDING CODE
WAC 51-50-2900
INTERNATIONAL BUILDING CODE 2015 Edition
2902.2 Separate facilities. Where plumbing fixtures are required, separate facilities shall be provided for each sex.
Exceptions:
1. Separate facilities shall not be required for dwelling units and sleeping units.
2. Separate facilities shall not be required in structures or tenant spaces with a total occupant load, including both employees and customers, of 15 or less.
3. Separate facilities shall not be required in mercantile occupancies in which the maximum occupant load is 100 or less.
4. Separate facilities shall not be required in spaces primarily used for drinking or dining with a total occupant load, including both employees and customers, of 30 or fewer.

Human Rights Commission rules effective December 26, 2015
WAC 162-32-060
GENDER-SEGREGATED FACILITIES
(1) Facility use. All covered entities shall allow individuals the use of gender-segregated facilities, such as restrooms, locker rooms, dressing rooms, and homeless or emergency shelters, that are consistent with that individual’s gender expression or gender identity. In such facilities where undressing in the presence of others occurs, covered entities shall allow access to and use of a facility consistent with that individual’s gender expression or gender identity.
(2) Cannot require use inconsistent with gender expression or gender identity. A covered entity shall not request or require an individual to use a gender-segregated facility that is inconsistent with that individual's gender expression or gender identity, or request or require an individual to use a separate or gender-neutral facility.
(a) If another person expresses concern or discomfort about a person who uses a facility that is consistent with the person’s gender expression or gender identity, the person expressing discomfort should be directed to a separate or gender-neutral facility, if available.
(b) Any action taken against a person who is using a restroom or other gender-segregated facility, such as removing a person, should be taken due to that person’s actions or behavior while in the facility, and must be unrelated to gender expression or gender identity. The same standards of conduct and behavior must be consistently applied to all facility users, regardless of gender expression or gender identity.
(4) Provision of options encouraged. Whenever feasible, covered entities are encouraged to provide options for privacy, such as single-use gender-neutral bathrooms or private changing areas that are available to any individual desiring privacy.
2. Campus Restroom Inventory

*Does not include Cascadia College buildings – to be added in June*

There are four restroom types on campus:

- **Male multi-occupant**
  - 26 Restroom only
  - 4 With shower and locker room facilities
  - 35% of total inventory

- **Female multi-occupant**
  - 25 Restroom only
  - 4 With shower and locker room facilities
  - 34% of total inventory

- **All Gender/Family single-occupant**
  - 12 Restroom only
  - 4 With shower and locker room facilities
  - 1 Shower only
  - 18% of total inventory

- **Restricted Use**
  - 1 Male Restroom only
  - 1 Female Restroom only
  - 6 All Gender Restroom only
  - 1 Male With shower and locker room facilities
  - 1 Female With shower and locker room facilities
  - These restrooms are located in areas where public access is restricted
  - 12% of total inventory

3. Signage Review to provide input for Diversity Council recommendations

**Phase II (Fall Quarter 2016)**

Resource Implementation
1. Develop design standard for restrooms
2. Review building plans
3. Tri-campus Collaboration with Seattle and Tacoma

For more information, contact: Amy Van Dyke, amyv@uw.edu, 425 352-5261 or Tony Guerrero, aguerrer@uw.edu, 425 352-3557

**Contact**

For more information, contact Terryl Ross, tjross@uw.edu, 425 352-3670