

Proposal for Additional “All-Gender” Restrooms at Santa Monica College

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Safe Zone Initiative

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Executive Summary

Using the bathroom is a basic human need and right. For many cisgender and heterosexual individuals, accessing a public restroom is a mundane and uneventful experience. For LGBTQ+ people, however, bathrooms continue to be physically and psychologically unsafe, due to their disproportionate risk of experiencing overt violence (i.e., physical, sexual, and verbal assault), as well as subtle forms of gender policing (i.e., prolonged stares, double-takes, audible gasps, being asked to leave, etc.). This is particularly true for transgender and gender expansive individuals. Within school settings, LGBTQ+ students and staff that feel unsafe, uncomfortable, or at risk of disciplinary action, might “hold it” (risking pain), restrict their fluid intake (risking dehydration), or alter their class schedules (risking academic success) in order to safely access restrooms.

All-gender restrooms provide safe(r) access to bathroom facilities for LGBTQ+ students and environmentally signal that they belong and are valued. Inclusive bathroom access is also a racial equity issue: our LGBTQ+ students *are* our Black and Latinx students. As has been discussed at length in our campus equity data, having a sense of belonging is a strong predictor of student success at SMC. All-gender bathrooms will create a safe(r) campus space where Black and Latinx students can celebrate and embody their holistic selves. Gender-inclusive facilities are also essential for people who require the assistance of a caregiver of a different gender and parents with children of different genders.

At present, only 4 publicly accessible all-gender restrooms exist for community use on Santa Monica College’s main campus. It is logistically infeasible for students to access these bathrooms between classes. Further compounded by long commutes, this lack of availability poses a significant impediment to educational access, and, in effect, denies full participation at our institution. Our current lack of commensurate restrooms places our institution woefully behind local rival institutions in Los Angeles, as well as across the state of California. In not offering adequate, inclusive facilities, we risk alienating prospective students who have come to expect such basic accommodations.

Included in this proposal is a list of 26 multi-stall restrooms across 13 locations on SMC’s main campus that need minor adjustments to make them “all-gender” and openly accessible. Because “Women’s” and “Men’s” restrooms are located side-by-side, converting both will better ensure gender equality and avoid confusion. This proposal also includes a list of extant “unisex” signs that need updating to be gender-inclusive.

Conversion of multi-stall restrooms entails:

- replacing extant “Men’s” and “Women’s” signs with “All-Gender” signs
- posting written explanations for why the bathrooms are now all-gender

- posting information that details the plumbing facilities within each bathroom (e.g., urinals, stalls)
- providing directions for locating the nearest single-gender restroom, if desired

With the exception of the bathrooms located in Associated Students on the 2nd floor of the Cayton Center and on the 2nd floor of Drescher, of the restrooms identified, all are on the first floor in their respective buildings. This first floor location ensures the greatest accessibility and visibility for those who need them.

The cost to implement the proposed changes will cost the district a total \$2,832.90, excluding tax that may apply (shipping is free at the quantities proposed). This sum covers the purchase of door and wall signs required to re-assign “Men’s” and “Women’s” multi-stall bathrooms to “All-Gender,” as well as to update extant “unisex” signs to be all-gender inclusive. The installation services required can be performed by Maintenance & Operations, making the cost to the district minimal.

Completing these recommendations will transform the overall availability of all-gender restrooms on our campus from 6% of bathrooms to 37%, with minimal inconvenience for students, faculty, and staff who prefer to use gender-segregated restrooms. Yet, the benefit to our LGBTQ+ students will be enormous. All-gender bathrooms will environmentally signal to LGBTQ+ prospective and current students that SMC is committed to ensuring their academic and personal success – that *this is who we are* as an institution.

As we seek to invite our community back to campus, let us make sure we build a campus that our Trans and Queer Students of Color will feel comfortable to inhabit again, by providing adequate restrooms for them. Access to all-gender bathrooms is not a luxury; it is a necessity and a right.

Overview

Currently only 4 all-gender restrooms exist for community public use on Santa Monica College's main campus. While SMC has made the important commitment to construct all-gender restrooms in future buildings, the current limited availability of inclusive facilities falls far short of meeting the needs of our campus community – specifically our LGBTQ+ (lesbian, gay, bisexual, transgender and queer) students, faculty, and staff. The following proposal outlines the equity-centered rationale for the conversion of select multi-stall bathrooms on SMC's main campus to all-gender facilities. This proposal further provides recommendations regarding which bathrooms to convert, identifies the signs necessary to purchase in order to comply with [California Assembly Bill No. 1732](#), provides recommendations for replacing extant “unisex” signs displayed on single-stall bathrooms with non-binary all-gender signs, and finally, includes a cost analysis for implementing the proposed changes. Updating SMC's physical landscape to include additional publicly accessible all-gender restrooms across our campus will demonstrate institutional awareness of and support for our LGBTQ+ students. These changes are an important step toward realizing SMC's racial equity goals: our LGBTQ+ students *are* our Black and Latinx students. As we seek to invite our community back to campus, let us make sure we build a campus that our non-binary, trans and queer Students of Color will feel comfortable to inhabit again, by providing adequate restrooms for them.

Language and Terms

Note: The following terms should be used as a general guide for how people in the LGBTQ+ community self-identify. Common to all identity definitions, these are not the only “correct” terms or the only way to describe identities or bathrooms. The intent below is to create a common knowledge base and language for discussing this subject.

All-gender, gender-neutral, and unisex bathroom – a bathroom that any gender can use.

Cisgender: Often abbreviated as "cis", this term means that you are comfortable with the gender identity assigned to you at birth. This is the opposite of transgender.

Gender Binary: A dichotomous classification system of gender that positions men/masculine and women/feminine as opposites.

Gender Expansive: A person whose gender expression and/or identity broadens or overflows our binary cultural and societal gender expectations. Some people prefer this term to “gender non-conforming.”

Gender Expression: Manifestation of an individual’s sense of being masculine and/or feminine through the use of names, clothing, hairstyle, accouterments, and body movements associated with gendered groups. Gender expression is not necessarily an identity, but rather is about how gender is embodied and communicated to others.

Gender Identity: The complex relationship between physical traits and one’s internal sense of self as male, female, both or neither, as well as one’s outward presentations and behaviors related to that perception. Biological sex and gender are different; gender is not inherently connected to one’s physical anatomy.

Gender-specific, gender-segregated, and single-gender bathroom – a bathroom intended for people who identify with a particular gender (e.g., women’s restroom).

Intersectional Identity: An identity in which a person relates with two or more identities that are minoritized in the systems of patriarchy, heteronormativity, and white supremacy

Multi-stall bathroom – bathroom with multiple toilets and/or urinals

Non-Binary- A person who does not identify with the traditional binary genders of “masculine” and/or “feminine”

Queer: A person whose expression of gender and/or sexuality does not identify with traditional cisheteronormative categories of masculinity and femininity.

Single-stall bathroom – bathroom with only one urinal and/or toilet that is meant to be used by only one person at a time (unless that person is being accompanied by a parent, family member, and/or attendant).

Students of Color - a collective term used to refer to students who identify as Black, Latinx, Asian, Pacific Islander, Native American, and/or multiple of the aforementioned racial identities. The term Students of Color is used not for its culturally nebulous phraseology, rather in acknowledgement of the power that arises in solidarity of racial coalitions.

Transition - The process by which a transgender individual lives consistently with their gender identity. Transition can occur in any combination of ways: social transition through changes in clothing, hairstyle, name and/or pronouns; medical transition through the use of medicines such as hormone “blockers” or hormones, gender-affirming surgeries or other medical procedures; and/or legal transition, which involves changing documents such as identification cards, driver’s license, birth certificates, etc. Transition varies from person to person.

Transgender: In its broadest meaning, this umbrella term encompasses anyone whose gender identity does not correspond to the gender they were assigned at birth. Abbreviated as “trans.”

Proposal for Additional “All-Gender” Restrooms at Santa Monica College

At present only 4 all-gender restrooms (also known as “gender-neutral” and “unisex”) exist for community public use at SMC: 1) one on the third floor of the Student Services Center; 2) one in Health Services; and 3) two in Core Performance Center (see Table 1). Additional “unisex” bathrooms exist; however, these restrooms are not publicly available and are only accessible by key (see Table 2). Figure 1 details the location of these bathrooms on the campus map. This current availability of all-gender restrooms falls far short of ensuring that LGBTQ+ students, faculty and staff – as well as students who require the assistance of a caregiver of a different gender, and parents with children of a different gender – have adequate and inclusive access to restroom facilities on our campus. In what follows, this proposal outlines the rationale for the necessity of additional public all-gender restrooms on SMC’s main campus and provides recommendations and a cost analysis for the implementation of the identified changes. Many of our LGBTQ+ students also identify with more than one minoritized identity (i.e., regarding race and ethnicity, age, veteran status, undocumented status, first generation, foster youth, and English as a second language). In this way, the creation of all-gender restrooms marks not only a commitment to ensuring the success of LGBTQ+ students, but will also further realize SMC’s goals of closing equity gaps through creating a more welcoming and safe campus environment. With much of academic instruction being delivered remotely due to the COVID-19 pandemic, the 2021-2022 academic year offers an opportune moment for creating lasting and inclusive physical changes to our campus.

The Necessity of All-Gender Restrooms

Using the bathroom is a basic human need and right. Historically and at present, however, public bathrooms are a site in which socially privileged groups have denied access to others. For much of the United States history, for example, public bathrooms were racially segregated, in which “colored” facilities were less sanitary and convenient than “white” facilities. During the women’s movement of the 1970s, feminist activists sought to increase the prevalence of women’s restrooms and lactation rooms across a variety of workplaces to account for increased demand. Only as recently as the 1980s have guidelines existed for the creation of accessible public bathrooms for people with physical disabilities.

Despite these improvements, bathrooms continue to be physically and psychologically unsafe for LGBTQ+ people, in particular transgender-identified (trans) and gender expansive individuals. Compared to heterosexual and cisgender individuals, LGBTQ+ people are disproportionately at risk for experiencing violent victimization compared to non-LGBTQ+ people.¹ This is true more generally and in specific regard to public restrooms. While comprehensive data are limited, based upon the most recent national data collected from

¹ LGBTQ+ individuals are 4 times more likely to experience violent victimization, including rape, sexual assault, and aggravated or simple assault, compared to non-LGBTQ people. They are 6 times more likely to experience violence by someone who is known to them and 2.5 times more likely to experience this violence by strangers, compared to non-LGBTQ+ people. Source: The Williams Institute, UCLA School of Law (<https://williamsinstitute.law.ucla.edu/press/ncvs-lgbt-violence-press-release/>).

trans-identified people,² 12% report being verbally harassed, 1% physically assaulted, and 1% sexually assaulted within public restrooms.³

While such intentional discrimination is egregious and illegal, more subtle and ubiquitous forms of gender policing make bathrooms spaces unsafe for LGBTQ+ people: prolonged stares, double-takes, audible gasps, reactionary covering of one's body or the bodies of children, being asked to leave the bathroom without explanation, being asked if one is in the "correct" bathroom, and being asked for identification. These types of gender policing are enacted not only by fellow students, but also by teachers, administrators, campus security, and janitorial staff. While such reactions may be reactive and not maliciously intended, they communicate that LGBTQ+ people do not belong. Research has documented that experiencing such "slights" has a cumulative negative effect on LGBTQ+ individuals' psychological and physical health.⁴ For many cisgender and heterosexual people, using a public bathroom is a mundane and uneventful experience. For LGBTQ+ people, accessing a public bathroom can require significant emotional and psychological labor due to the stigma they do experience as well as anticipate experiencing.

² It's worth noting that these percentages are based upon data from those who identify as trans and likely don't capture the experiences of people who are perceived as trans and/or gender nonconforming, underestimating the frequency of gender-based violence within public bathrooms.

³ James, S. E., Herman, J. L., Rankin, S., Keisling, M., Mottet, L., & Anafi, M. (2016). *Executive Summary of the Report of the 2015 U.S. Transgender Survey*. Washington, DC: National Center for Transgender Equality. Full report of the 2015 U.S. Transgender Survey is available at www.USTransSurvey.org

⁴ McLemore, K. A. (2018). A minority stress perspective on transgender individuals' experiences with misgendering. *Stigma and Health*, 3(1), 53–64. <https://doi.org/10.1037/sah0000070>

Despite using the bathroom being a fundamental human necessity, 60% of trans and gender-expansive people avoid using restrooms for the fear of such public confrontations.⁵ Feeling unsafe, uncomfortable, or at risk of disciplinary action, LGBTQ+ students might “hold it” (risking pain), restrict their fluid intake (risking dehydration), or alter their class schedules (risking academic success) in order to safely access restrooms. Other students will forgo in-class instruction in order to use the bathroom when it is less crowded. Nationwide, 8% of LGBTQ+ people report having a urinary tract infection, kidney infection, or another kidney-related problem within the last year due to avoiding restrooms.⁶ The current public availability of only 4 all-gender restrooms at SMC makes it logistically infeasible for LGBTQ+ students to access these bathrooms between classes. Further compounded by long commutes, the lack of availability poses a significant impediment to educational access, and, in effect, denies full participation at our institution.

Fall 2021 Semester as an Opportune Moment

More and more data show the negative mental health outcomes that many students have suffered due to the COVID-19 pandemic. For LGBTQ+ students, quarantine and isolation has been particularly adverse: 42% of LGBTQ+ youth have seriously considered attempting suicide, including more than half of trans and nonbinary individuals; 80% describe their living situations as “more stressful”; and 60% of trans and nonbinary people report that quarantine

⁵ James et al. (2016). *Executive Summary of the Report of the 2015 U.S. Transgender Survey*. Ibid.

⁶ James et al. (2016). *Executive Summary of the Report of the 2015 U.S. Transgender Survey*. Ibid.

impacted their ability to express their gender identity.⁷ Notably, only 1 in 3 describe their home environment as LGBTQ+ affirming.

With LGBTQ+ youth and adults already at greater risk of suicide, anxiety and depression due to the interpersonal, institutional, and legal discrimination they face, SMC has an obligation to make our campus as affirming and inclusive as possible. With many students still remote, we have an opportunity to ensure that our physical campus rises to meet the needs of our current and prospective LGBTQ+ students, when we welcome them back. The establishment of additional all-gender bathrooms will demonstrate that our campus is committed to the success of LGBTQ+ students.

Access to Safe Bathrooms is an Equity Issue

Many of our LGBTQ+ students identify with more than one equity demographic (e.g., as Black or Latinx, first generation, undocumented, etc.). In this way, the creation of all-gender restrooms provides an additional means to realize SMC's commitment to equity goals and will specifically benefit our Black and Latinx LGBTQ+ students. Although less likely to report discrimination, half of LGBTQ+ Students of Color indicated that they experience racial discrimination on top of sexual orientation-based and/or gender-identity discrimination.⁸

Described by Dr. Kia Darling Hammond, "compounded identity can result in compounded

⁷ Gallup Poll (February, 2021). LGBT Identification Rises to 5.6% in Latest U.S. Estimate (<https://news.gallup.com/poll/329708/lgbt-identification-rises-latest-estimate.aspx>).

⁸ The Trevor Project (2021). National survey on LGBTQ Youth Mental Health. <https://www.thetrevorproject.org/wp-content/uploads/2021/05/The-Trevor-Project-National-Survey-Results-2021.pdf>

hardship.”⁹ While 40-50% of unhoused youth identify as LGBTQ+, Black and Latinx queer and trans youth disproportionality experience homelessness, with 31% of LGBTQ+ unhoused youth identifying as Black. Compared to White LGBTQ+ individuals, Queer and Trans People of Color experience more discrimination in public, at work, in housing communities, in the criminal justice system, and importantly, at school.¹⁰ SMC must take proactive steps to ameliorate these inequities, not inflame them. As has been discussed at length in our campus equity data, having a sense of belonging is a strong predictor of student success at SMC. All-gender bathrooms will provide a safe(r) campus space where Black and Latinx students can celebrate and embody their holistic selves. These updates will signal that SMC recognizes and values the contributions our Queer and Trans Students of Color to our campus community.

Finally, although all-gender restrooms are commonly thought of as needed just for people who identify as transgender and/or gender expansive, all-gender restrooms are essential for people who require the assistance of a caregiver of a different gender and parents with children of different genders. Identified in more detail below, this proposal advocates for the conversion and re-assignment of restrooms on the first floor, where possible, of most main campus buildings. Locating all-gender bathrooms on the first floor ensures that these spaces are the most accessible for those who need them.

⁹ Quoted based upon findings from The Trevor Project (2021). National survey on LGBTQ Youth Mental Health. <https://www.thetrevorproject.org/wp-content/uploads/2021/05/The-Trevor-Project-National-Survey-Results-2021.pdf>

¹⁰ Center for American Progress & NORC at the University of Chicago (2020). <https://www.americanprogress.org/issues/lgbtq-rights/news/2021/06/24/500918/lgbtq-people-color-encounter-heightened-discrimination/>

Bathroom Conversations at Other Educational Institutions

In 2016, the California legislature passed [Assembly Bill No. 1732](#), detailing that business establishments, nonprofits and governmental agencies that serve the public cannot discriminate based on someone's gender identity or gender expression.¹¹ In response, educational institutions, restaurants, shopping malls, and housing buildings are increasing their number of all-gender bathrooms. For example, Humboldt College not only made single-user, staff-only restrooms available to students, but also changed door signs from those requiring binary genders (women/men) to ones using inclusive terminology (e.g., all-gender).¹² Excluding student housing buildings, Humboldt now has 27 all-gender restrooms across a campus of 62 buildings. Mira Costa College has 18 all-gender restrooms across 48 buildings,¹³ while other colleges and universities, like UC Davis, have at least one all-gender restroom in almost every building, excluding student housing and dining.¹⁴ More proximal to Los Angeles, Santa Barbara Community College currently offers 18 all-gender restrooms available for public use,¹⁵ El Camino College currently has 29 all-gender restrooms open to the public across their campus,¹⁶ and 46 all-gender restrooms exist at UCLA.¹⁷

With only 4 all-gender restrooms publicly accessible at SMC, we are woefully behind our neighboring institutions. We seek to be the forward example, not the laggard, when it comes to

¹¹ [\[Cal. Civ. Code § 51\(b\)\]](#).

¹² <https://qweerss.humboldt.edu/gender-neutral-bathrooms-campus-community>

¹³ <https://www.miracosta.edu/student-services/student-equity/lgbtqia/inclusive-bathroom-list.html>

¹⁴ <https://lgbtqia.ucdavis.edu/support/restroom>

¹⁵ https://www.sbcc.net/titleix/files/All-Gender-Bathrooms_Main-Campus-Locations.pdf

¹⁶ <https://www.elcamino.edu/about/maps/restrooms/index.aspx>

¹⁷ <https://www.uclahealth.org/lgbtq/all-gender-restrooms>

providing inclusive spaces for our community. Yet, our lack of commensurate restrooms to fulfill basic needs of our LGBTQ+ students amounts to an *a priori* exclusion and alienates prospective students who have come to expect such basic accommodations. Recent data suggest, for example, that 1 in 6 people in Generation Z identify as LGBTQ+.¹⁸ Converting extant bathrooms to be all-gender facilities is not only a common-sense change we can make for our current students, but it is also an essential change we must make to remain a preeminent community college within the state of California.

Community Concerns

A question often raised concerning all-gender restrooms is if these accommodations will compromise the safety of (cis) women. Specifically, opponents of all-gender restrooms and bathroom nondiscrimination laws (i.e., laws that allow trans people to use the bathroom that coincides with their gender identity) argue that such changes will result in an increase in sexual assault, voyeurism, and privacy concerns. Despite these fears, multiple studies have demonstrated that these concerns are grossly unfounded. In a recent study,¹⁹ relative to public localities that made no changes to their bathrooms, localities that created gender-inclusive public bathrooms did not see an increase in the frequency of assault, sex crimes or voyeurism. Simply stated, public fears about safety and privacy violations are empirically unfounded.

¹⁸ The Trevor Project (2021). National survey on LGBTQ Youth Mental Health. Ibid.

¹⁹ Hasenbush, A., Flores, A.R. & Herman, J.L. Gender Identity Nondiscrimination Laws in Public Accommodations: a Review of Evidence Regarding Safety and Privacy in Public Restrooms, Locker Rooms, and Changing Rooms. *Sex Res Soc Policy* 16, 70–83 (2019). <https://doi.org/10.1007/s13178-018-0335-z>

Despite such documentation, misinformation regarding *whom* is more likely to experience violence and the current safety of gender-segregated bathrooms persists. By foregrounding the safety of cis women, it is assumed that gender-segregated bathrooms are currently safe. A sign that says “women,” however, does not prevent people who want to harm cis women from entering. This emphasis on the safety of cis women also positions the needs of cis women and trans and gender-expansive people as zero-sum, that bathrooms cannot be safe for cis women *and* gender-diverse people. More importantly, this argument elides the real physical, sexual and psychological risk that trans and gender-expansive people experience within public life more generally and specifically within public restrooms. Contrary to public discourse, trans people – particularly trans women of color – are most at risk for experiencing physical and sexual harassment in bathrooms.²⁰ Importantly, these crimes are disproportionately perpetrated by cis men - not trans people.^{21 22}

Another objection to the conversion of gender-segregated bathrooms to all-gender bathrooms is the potential inconvenience these changes may pose to people who prefer to use gender-segregated restrooms (i.e., “men’s” and “women’s bathrooms”). The recommendations detailed below advocate for the conversion of 26 multi-stall bathrooms across 13 locations on campus. With these changes, 39 gender-segregated bathrooms will remain,²³ ensuring their

²⁰ James et al. (2016). *Executive Summary of the Report of the 2015 U.S. Transgender Survey*. Ibid.

²¹ The Human Rights Campaign (<https://www.hrc.org/resources/violence-against-the-trans-and-gender-non-conforming-community-in-2020>).

²² For an explanation of why cis men are more likely to commit such crimes, see <https://sxpolitics.org/why-do-men-kill-trans-women-gender-theorist-judith-butler-explains/13880>.

²³ This number includes the single-stall bathrooms that are available to faculty and staff by key.

convenience for students, faculty and staff who may want to use them. The proposed changes include posting signs next to converted all-gender bathrooms that direct community members to the nearest gender-segregated bathrooms (e.g., “The nearest single-gender restrooms are located on the second floor”). More importantly, a minor inconvenience of walking to another floor or area on campus pales in comparison to the benefit the bathroom conversions will provide to our LGBTQ+ students, faculty, and staff. All-gender bathrooms will environmentally signal to LGBTQ+ prospective and current students that they belong, are valued, and that SMC is committed to ensuring their academic and personal success – that *this is who we are* as an institution. Access to all-gender bathrooms is not a luxury; it is a necessity and a right.

Identified Restrooms & Cost Analysis

Included in this proposal is a list of 26 multi-stall restrooms that need minor adjustments to make them “all-gender” and openly accessible (Table 3), as well as a list of extant signs that need updating (Table 4). Instead of converting either the “Women’s” or the “Men’s” bathrooms, both should be converted to “All-Gender.” Because “Women’s” and “Men’s” restrooms are most commonly located side-by-side, converting both will better ensure gender equality and avoid confusion.

With the exception of the bathrooms located in Associated Students on the 2nd floor of the Cayton Center and on the 2nd floor of Drescher, of the restrooms identified, all are on the first floor in their respective buildings. This first floor location ensures the greatest accessibility and visibility and will allow students, faculty, and staff utilizing services and attending classes on campus to have a safe and accessible restroom closer to their building, if not inside the building

itself. A campus map detailing the updated all-gender restroom availability is available in Figure 2. Figure 3 provides suggested language for explanatory signs to post near updated bathrooms. Explanatory signs can be printed by Reprographics.

Table 5 details the type, quantity, and cost of the all-gender signs required to realize the identified changes. Suggested signs linked in Table 5 are in compliance with [California Assembly Bill 1732](#). The cost to implement the proposed changes will cost the district a total \$2,832.90, excluding tax that may apply (shipping is free at the quantities proposed). This sum covers the purchase of door and wall signs required to re-assign “Men’s” and “Women’s” multi-stall bathrooms to “All-Gender,” as well as to update extant “unisex” signs to be all-gender inclusive. The installation services listed in Table 3 will also be required and can be performed by Maintenance & Operations, making the cost to the district minimal.

SMC as an Equitable and Welcoming Environment

All-gender restrooms are commonplace today in airports, hospitals, businesses and entertainment venues. Santa Monica College must be at the vanguard of providing all-gender restrooms in every building where possible, or risk alienating entire populations of students, faculty, and staff who have come to expect such basic amenities in public spaces. As described by Mildred Perez, director of people and culture at Lambda Legal in New York, having all-gender bathrooms, “sends a clear message that the organization does not just talk about diversity and inclusion; it acts on it. It sends the message that the organization respects and values every person for who they are and what they contribute, not by what sex they were assigned at birth or their gender identity.”

The conversion of the identified restrooms on our main campus will generate 26 additional gender-inclusive bathrooms for a total of 30 all-gender restrooms at Santa Monica College. These changes involve minimal cost but will transform the overall availability of all-gender restrooms on our campus from 6% of bathrooms to 37%, with minimal inconvenience for students, faculty, and staff who prefer to use gender-segregated restrooms. Yet, the impact on our LGBTQ+ students – specifically our trans and gender-expansive students – will be enormous. The increased availability of all-gender restrooms will demonstrate SMC's institutional commitment to current and prospective students, our students with disabilities, and will help realize our racial equity goals.