

Topic for discussion EUR University Council	
Title	Proposal for Redistribution of All-Gender Toilets
Expected to be included in the cycle of	<19/03/2024>
Date submitted	02/02/2024
Subject	Inclusivity and All-gender toilets
Submitted by	<Joseph Ayinla>
Explanation	This proposal outlines a plan to redistribute all-gender toilets across campus facilities to ensure inclusivity and address concerns regarding restroom accessibility and comfort.
If applicable reason for urgency or emergency	The reason for urgency stems from the need to address discomfort and concerns raised by members of our community regarding the current distribution and availability of all-gender toilets. Additionally, ensuring inclusivity and equitable access to restroom facilities is a priority for fostering a supportive and respectful campus environment. Therefore, prompt action is necessary to address these issues effectively.
Specific Questions	How does the Executive Board view the fact that in the most public and heavily trafficked areas, such as Mandeville T3, there is no option available for individuals who prefer gender-segregated toilets?
Accompanying documents	<p style="text-align: center;">Proposal for Redistribution of All-Gender Toilets Proportion</p> <p>The Erasmus University Rotterdam stands as an inclusive institution, dedicated to fostering diversity and equitable treatment for all members of its community, irrespective of ethnicity, religion, or gender identity. Despite this inclusive ethos, it is evident that the implementation of all-gender toilets is not without its challenges. These facilities were introduced during the academic year 2023/2024, following research conducted by the IDEA Center, which revealed both a general demand and individual requests for such amenities.</p> <p>The research done by the IDEA Center unveiled the presence of hundreds, if not over a thousand, staff and faculty members who do not identify as cisgender. These findings served as the impetus for the introduction of all-gender toilets on campus. Nonetheless, the allocation of these facilities has prompted discomfort among many, particularly due to the disproportionate distribution and availability thereof.</p> <p>The Issue The crux of the matter lies in the distribution of toilets, which fails to adequately accommodate for the diversity of the Eur community. In certain locations, such as the third floor of the Mandeville building, all toilets are of the all-gender type. This decision was made by the IDEA Center due to the majority of visitors being concentrated on the first floors of the educational buildings.</p>

Nevertheless, it is imperative to maintain the option of separate men's and women's toilets in popular places to ensure inclusivity. The absence of such facilities may breed discord and feelings of discomfort, as individuals who prefer segregated toilets might still find themselves compelled to use all-gender ones in certain situations. The fact that a segregated gender toilet is situated on a different floor in many buildings, necessitating additional effort, appears incongruent with the diverse composition of the EUR community.

Disproportionate Allocation

The IDEA Center has indicated that potentially over 1000 students and staff do not identify with the binary gender. According to their data, the university counts 33,334 students (BA, MA, and students in bridging programs) and 5,892 staff members (both academic and support staff). This implies that the number of individuals not identifying as cisgender constitutes approximately 2.55% of the total student and staff population.

Furthermore, the RE&F (Real Estate & Facilities) team has reported a total of 250 public toilet blocks on campus. Among these, 27 are designated as all-gender, which translates to roughly 10.8% (rounded to 11%). This discrepancy highlights that the number of all-gender toilets surpasses the demand indicated by the survey significantly.

Discomfort

Various indications of discomfort have been reported in the all-gender toilets, as conveyed to us as student representatives. Many students express unease about sharing restroom facilities with individuals of a different gender. Specifically, numerous women find the presence of urinals disconcerting.

A pilot study conducted at the University of Utrecht also revealed instances of discomfort in the all-gender toilets (All-Gender Toilets, 2023). This pilot study indicated that individuals who feel unsafe often prefer toilets without urinals. These findings align with the complaints we, as representatives, have received from fellow students at Erasmus University Rotterdam.

Practical Issues

The current distribution of all-gender toilets also gives rise to practical concerns. For instance, women who wish to adjust their headscarves in the restroom may feel uncomfortable doing so in the presence of individuals of a different gender. Consequently, in some cases, they must travel a considerable distance to attend to this in privacy. Additionally, religious students also experience discomfort regarding these toilets, as their usage is unfamiliar to them.

Given the aforementioned issues, we advocate for a reconsideration of the distribution of toilets to better align with the diversity of the EUR community

Current Composition

Erasmus building	AB-9918
Erasmus building	AB-9920
Library	B1-9901A
Library	B1-9903
<u>Theil</u>	CT-99127
<u>Theil</u>	CT-99135
G gebouw	GB-99091
G gebouw	GB-99092
Langeveld	LAN00.034
Langeveld	LAN00.072
Sanders	LB-99081
Sanders	LB-99091
Van der Goot	M1-9919

Van der Goot	M1-9923
Van der Goot	M1-9945
Van der Goot	M1-9949
PT	PT-99067e
<u>Mandeville</u>	T03-9940
<u>Mandeville</u>	T03-9941
<u>Mandeville</u>	T03-9942
<u>Mandeville</u>	T03-9943
<u>Mandeville</u>	T03-9945
<u>Mandeville</u>	T03-9946
<u>Mandeville</u>	T03-9948
V	VB-9920
Polak	Y1-9901
Polak	Y1-9926

Proposed composition

Erasmus Building	AB-9918
Library	B1-9901A
Theil	CT-99135
G gebouw	G1-99091
Langeveld	LAN 00.072

Sanders	LB-99091
Van der Goot	M1-9919
Van der Goot	M1-9945
PT	PT-99067e
Mandeville	T03-9940
Mandeville	T03-9946
V	VB-9920
Polak	Y1-9926

Current: 27 out of 250 (approximately 10.8 ~ 11%)

Proposed: 13 out of 250 (approximately 5.5 ~ 6%)

Explanation

When formulating the proposed plan, consideration was given to the distribution of all-gender toilets with urinals. Research, such as the pilot study at the University of Utrecht, indicates that some women feel uncomfortable and unsafe in toilets with urinals. Therefore, it is desirable to provide an alternative, such as a separate women's toilet on the same floor. This is particularly relevant for buildings like Langeveld, where, according to the current proposal, LAN 00.034 will be designated as a women's toilet again, while LAN 00.072, with urinals, will remain an all-gender toilet.

We also believe that adapting the G-building is crucial. The quiet room, frequented used by religious students, is located on the ground floor. Hence, there is a strong preference for gender toilets to be closest to this space. Therefore, we propose placing one all-gender toilet on the 1st floor of the G-building. Again, this remains easily accessible for students who require it.

This proposed composition is proportionate because it better reflects the diversity within the EUR community while also maintaining accessibility to the all-gender toilets. Particularly, the proposed adjustments in buildings such as Mandeville and Theil are deemed necessary in the short term, given the current situation's lack of functionality and proportionality. Presently, all seven toilets situated on the third floor of Mandeville are designated as all-gender facilities.

These adjustments will reduce discomfort for those compelled to use these toilets, as well as alleviate the unease felt by those needing to travel to a different floor or building. It is essential to have an adequate number of all kinds of toilets that people prefer in a nearby radius on the most popular locations, thus also segregated toilets.

For those who do prefer all-gender toilets, they will still remain easily accessible in the proposed layout. With these adjustments, our aim is to alleviate discord and feelings of insecurity while simultaneously

maintaining inclusivity and accessibility for everyone within our community.

Yours sincerely,

Bron ;

All-gendertoiLetten. (2023, February 2). Universiteit Utrecht.

<https://www.uu.nl/nieuws/all-gendertoiLetten>